

WHAT'S NEW



'Retirees Review' now in fifth year

The annual Retirees Review, a summary of the Department of Transportation's Class of 1990 retirees' careers and post-ODOT plans, is featured within this issue of *Via*.

The 12-page publication is the fifth of its kind. For additional copies, contact Cheryl Moine, ODOT Public Affairs, 378-6546.

Roberts sets key priorities

Gov. Barbara Roberts, in a January meeting with top-level state agency staff, outlined her three main areas of interest—state workforce diversity and investment; liveable communities and natural resources; and establishing a tax to compensate for the property-tax reduction caused by Ballot Measure 5.

In the wake of Measure 5, Roberts is tightening her own budget by cutting back some staff positions. Among the cutbacks is the elimination of a transportation position on Roberts' staff.

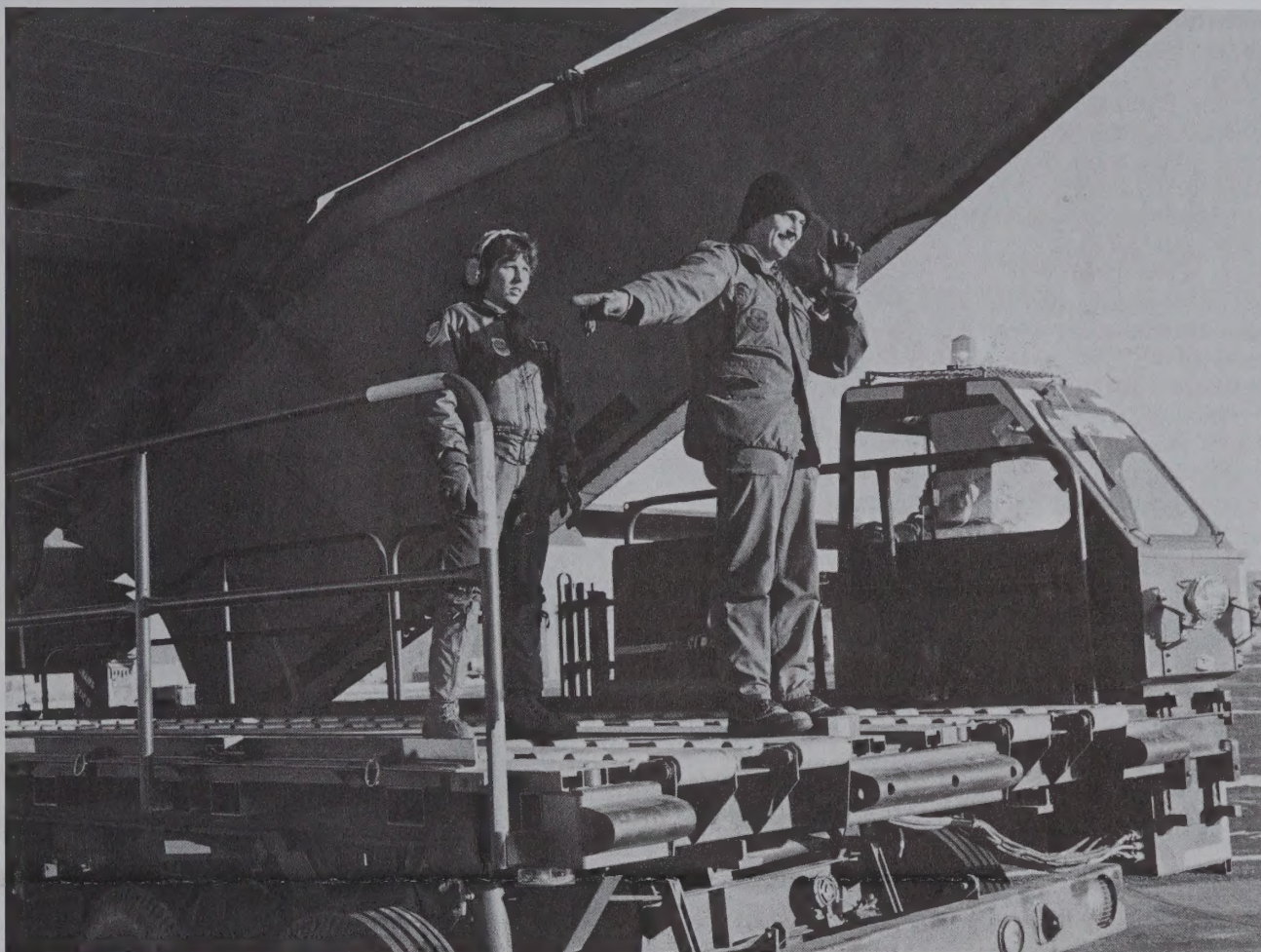
DMV helps teens learn to skid

Portland Public Schools entered into a partnership with Toyota Motor Sales, U.S.A. to use a revolutionary skid car to teach teen-agers how to drive more safely.

The project is the first of its kind in the nation, according to Pete Nunenkamp, Driver Safety Section manager for the Motor Vehicles Division. Yuki Togo, president of Toyota Motor Sales, presented Portland Public Schools Superintendent Matthew Prophet with a check for \$35,000 to provide the training course. The program is a combination of classroom and hands-on instruction.

The safety course will teach high school students how to compensate for and correct car movements in skids. The program will be offered free to 300 Portland students.

On tour



Susan Kutz, a Highway Division employee in active duty with the U.S. Air Force (left), directs the loading of a cargo plane to supply troops engaged in Operation Desert Shield. The photo was taken on Adak Island, Alaska, before war broke out in the Middle East. (Photo courtesy of *The Oregonian*)

All eyes on Persian Gulf

On Tuesday, the headlines read: "Deadline passes—U.S., allied troops start new countdown: to war." And on Wednesday, Jan. 16, newspapers screamed: "Allied planes pound Iraq, begin liberation of Kuwait."

The 10-minute nighttime bombing of Baghdad left behind one U.S. casualty and a downed plane, and marked the first physical punishment of Iraq's five-month occupation of Kuwait.

Susan Kutz, on active duty with the U.S. Air Force, returned from Japan on a supplies flight to Oregon that Tuesday, and was looking forward to returning to her regular job as a Eugene weighmaster when war broke out. Kutz is ODOT's only soldier known to be on active duty. As an Air Force loadmaster, she calculates the distribution of plane cargo weight for safe flying. Since early September, when she was called to active duty, her part in Operation Desert Shield—now Operation Desert Storm—has taken her to Germany, Spain, Japan—and Saudi Arabia.

Now back in the states, Kutz wears a pager. Once given notice, she has 12 hours to report to McCord Air Force Base near Tacoma, Wash., for

another flight abroad.

"I don't know what my next flight will be," Kutz said. "It's subject to change—we usually go east to Europe, but I don't know next time. I'm so lucky that I'm able to come home after a tour. Others aren't that fortunate." ODOT employees can write Kutz at: PSC Box 2661 McCord Air Force Base, Washington 98438.

About 100 Transportation and Parks department employees are in the service yet remained in Oregon as this publication went to press. A list of those service men and women appears

See ROBERTS, Page 5

Options opened for scholars giving

Payroll deduction again will be available for Transportation and Parks employees who wish to contribute to the Glenn Jackson Scholarship program. Cards will be distributed with Feb. 1 payroll checks in both departments.

The 7 year-old program, unique to Oregon state government, is supported primarily by employee contributions. Scholars number 13 and 14 will be chosen in April. Dependents of Parks and Transportation department employees are eligible to receive the scholarships. Two four-year awards totalling \$10,000 each are made per year.

Scholar selection will continue to be based on scholastic achievement. Other

criteria considered in selection are school and community activities and responses to essay questions.

Payroll deduction has traditionally been the most successful way of moving the scholarship fund toward the goal of \$250,000. With the support of several fund-raising efforts—such as the Scholars Store, bowling and golf tournaments, raffles, and memorial and private contributions—the fund balance now stands at \$212,465, according to Maur Horton, ODOT transportation and finance analyst. Policy and selection committees will continue to explore other fund sources to help bring fund-raising activities to a close.

A revised selection committee will consist of Tom Walsh, a former member of the Oregon Transportation Commission and associate of the late Glenn Jackson; Transportation Commissioner Cynthia Ford, Jackson's daughter; a representative from the Parks Department; and a representative from the State Board of Higher Education. The separate, independent Policy Committee is comprised of Walsh and two appointees each by the Parks and Transportation commissions.

The deadline this year for submitting scholarship applications to the State Scholarship Commission in Eugene is March 15.

DIRECTOR'S COLUMN

Measure 5 threatens Oregon lifestyle

By BOB BOTHMAN
ODOT Director

As I look over this past decade and all the changes we have experienced—new faces in the State Capitol, changes in our department's leadership, new ways of doing business—I realize that life goes on. By maintaining an internal stability, we can weather the changes from outside ODOT.

Gov. Barbara Roberts' administration is taking form. It has become obvious that those of us at ODOT will feel the effects of changes in Oregon state government. The same is true with the 1991 Legislature. Both the governor and our legislators, faced with the startling impacts of Measure 5, will be making changes in financing state programs, local government and education. Oregonians will face that impact for years to come.

At this point, my understanding is that the Transportation Commission will remain intact. That stability is a welcome relief in this time of change. But some of the unsettling shifts you might expect include a struggle for resources. Our Highway Trust Fund, now dedicated for roadway improvements, may be subject to pressure. For instance, because Measure 5 has the potential of severely affecting our public transit system, we expect some to look to the Trust Fund as a way to finance such programs.

The Highway Trust Fund has operated

under the user-fee concept: Whoever uses Oregon's roadway system pays. But on a national level, the Highway Trust Fund was raided several years ago to pay for transit, and again this past year to lower the federal deficit.

Voters chose to pull the Oregon State Police from the Trust Fund in May 1980. But now, in the wake of Measure 5, we have massive shortfalls in the General Fund, which finances the Oregon State Police.

Consider this rationale, if you will:

One of ODOT's key strategies is to improve

As time rolls on, we must try harder just to hold our own. While we are making headway, development soon will outstrip the transportation features we have today.

traffic safety by reducing our high fatality rate. Oregon voters mandated safety-belt use last November, and we expect that to substantially reduce highway fatalities. Already, in the final two months of 1990, we saw those figures decline. But to continue to improve we must adequately enforce Oregon laws, so some argue there's a connection between traffic safety, our user-fee concept and funding the Oregon State Police.

Farther into the future, we need to consider how best to fund a unified transportation plan that includes a broad mix of modes—transit, rail, barge, aviation and highways. But how can we financially support all those options? Oregon's transit system, for instance, is grossly lacking in funds. How can we provide funding to meet the urban mobility requirements we have identified?

As time rolls on, we must try harder just to

hold our own. While we are making headway, development soon will outstrip the transportation features we have today. As development continues, particularly in our cities, we will increasingly be placed in a reactive position.

As you read this, the 66th Legislative Session is heating up, and our department and the Transportation Commission are proposing a bold, balanced and comprehensive transportation funding package. It includes:

- Increasing the gasoline tax and equivalent weight-mile tax by 2 cents a year in each of the next four years.
- Providing bonding authority to accelerate the Access Oregon Highways program.
- Funding 12.5 percent of the Westside Light-Rail system in the Portland metropolitan area. That means \$10 million in state funds for each of the next 10

years.

- Providing \$1.5 million to match half of the federal funds for transit districts, mostly to purchase buses.
- Increasing aviation gas tax by 1 cent, jet fuel tax by one-half cent, and pilot and aircraft registration fees to expand Oregon air service.
- The funding is necessary to provide the infrastructure to insure that Oregon can maintain its quality of life.

As we enter 1991, I urge you to become familiar with the issues ODOT faces. Discuss them with your co-workers and friends. Care.

We need to consider that Oregon state government is at a turning point. Gov. Roberts and the 1991 Legislature face some difficult struggles. That means this is the time for all of us within the Department of Transportation to advocate for a strong transportation system. It's up to us.

Letters

Took the long way

Don Forbes,
State Highway Engineer,
Highway Division, Salem:

This past week I was driving from John Day to Baker City on Oregon Route 7 when my vehicle hit a section of black ice near Tipton Summit. The car slid across the opposite lane and into a guardrail on a sharp curve, caromed back across the road and flipped upside down in a snow bank.

I hitched a ride with a woman coming back up the hill to the Austin Junction, where she dropped me off at your maintenance section station. Tom Shira called Elaine Mulder, who arranged with the Oregon State Police for a tow truck from Baker City. Tom and Charlotte Davis were very helpful in my distress. Preston Farber gave me a ride back to my car, where I rode to Baker City in a tow truck in time for my speech at 7 p.m. Thanks to your crew for help-

ing me. Your people are truly a part of the state team!

JIM MANARY
Deputy Director
Oregon Department of Revenue
Salem

(Shira is a highway maintenance specialist at the Austin Highway Maintenance Section, and Mulder is an office specialist at the John Day Maintenance Section.—Editor.)

Candid controversy

Andy Booz,
Via Editor, ODOT Public Affairs,
Central Services Division, Salem:

Because our association and industry work so closely with personnel in several ODOT agencies, I always look forward to reading each issue of Via. It is very informative and people-oriented. Your January issue of Candid Comments contained a comment by one of your employees that prompted me to write and offer you some information for a future issue.

Highway Division employee Ray Pettyjohn said he would like to see truck drivers checked more for substance abuse. He went on to say that "drug and alcohol abuse is a real problem in the trucking industry."

The Federal Highway Administration implemented a drug-testing rule for truck drivers that has been in effect for large carriers for more than a year, and recently went into effect for smaller carriers. The rule applies to interstate carriers only, but the Oregon Public Utility Commission intends to adopt it for all intrastate drivers also.

I was disappointed to see Mr. Pettyjohn's statement about "drug and alcohol abuse being a real problem in the trucking industry." Does he have some credentials or experience that would substantiate his remark? We are dismayed at times about the media publicity that is accorded our industry that may be unsubstantiated. I'm sure that substance abuse may be as prevalent in our industry as any other (including government service), but we have seen encouraging information that it may not be as widespread as some seem to think:

- A recent sting operation by the Oregon State Police uncovered drug dealing operations at Oregon truck stops by truck stop employees, but there was very little activity in dealing or using by truck drivers, according to the OSP report.

- American Trucking Associations report that, in the first year of drug testing under the federal rule, less than 2 percent of the tests were positive.

JOHN SALLAK
Director of Safety
Oregon Trucking Associations
Portland

'Uneventful year'

Paul Mather,
District 7 Manager
Highway Division, Coos Bay:

Thanks for all the long, cold hours you guys put in sanding and keeping the roads safe this last week. I drive Oregon Route 42 to work and back every day and, thanks to you, it was an uneventful year. Keep up the good work, guys.

BECKY LEIPER
Coos Bay

(Ed Pulvermacher is supervisor of the Davis Slough Maintenance Section, the section of roadway Leiper refers to in the above letter.—Editor)

'Kind and caring'

Art Alaniz,
Highway Maintenance Section
Supervisor
Highway Division, Chiloquin:

We were returning to California from Bend when our car hit black ice. We ended in the ditch upside down. We wore seat belts and were not injured.

We appreciate the kindness of (highway maintenance specialist trainee) Daryl Ortis, who works for you. He stayed with us and let us keep warm in his vehicle until the tow truck arrived. It is nice to know the Oregon State Highway Division has kind and caring people working for them.

STANLEY AND CLEO KIRST
Lodi, Calif.



ODOT NEWS

Oregon Transportation Commission
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John W. Whitty, Vice Chairman
Cynthia Ford
David F. Bolender
Roger Breezley

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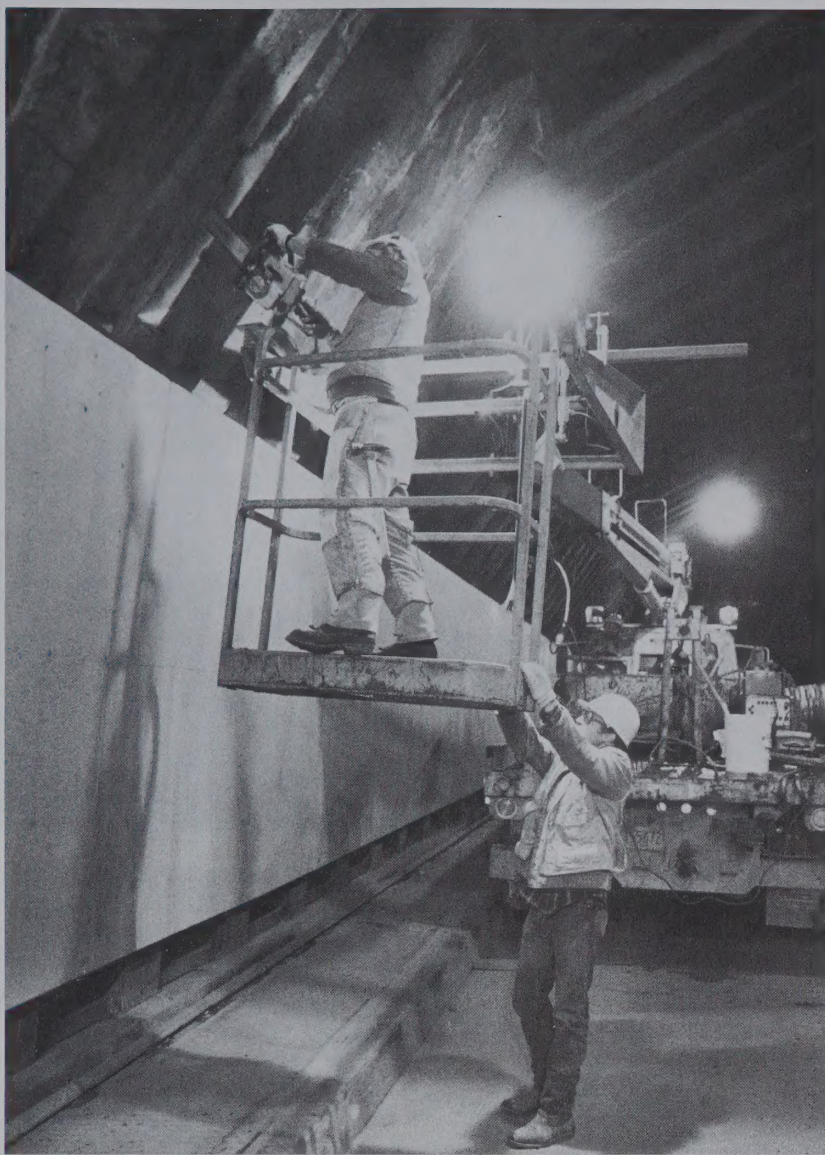


Letters policy

Via accepts letters sent to: Via Editor, 140 Transportation Building, Salem, OR 97310. All letters are subject to editing for space restrictions and must carry an address and telephone number for verification.

All letters that address issues relevant to ODOT and the Oregon Parks and Recreation Department will be considered.

Just checking



Chuck Thompson (in bucket) of the District 22 Bridge Maintenance Crew, Seaside, saws through a section of the Arch Cape Tunnel on U.S. 101 south of Cannon Beach. Damp and rotting timbers inside the tunnel led bridge inspectors to sample about six sections of the rock material behind the timbers to determine the extent of the rock load behind it and determine whether that compromised the tunnel's structural integrity, according to Glen Thommen, the Highway Division's state foundation engineer. The tunnel, constructed in 1940, will undergo repairs, although the extent of those repairs has yet to be determined, Thommen said.

Project contributors clarify their roles

Many Highway Division units—in its field offices and crews, and in the Salem central office—play a role in highway plans, designs and construction of a project. But who is ultimately responsible for getting it done on time and budget? Where do you put the budget dollars for costs such as overhead or equipment? Who decides how staff is used?

Highway's policy-making R-Team in December 1990 tackled the issue. The team's members includes all the region engineers and Duane Christensen, head of the Project Development Branch, which includes Bridge, Right of Way, Environmental, Design and Traffic Engineering. While those players share the goal of producing a good product, they occasionally disagree on which is the "right" project for the situation and how to achieve that.

The team decided that:

- The regions are ultimately responsible for delivering project development programs on time, on budget and with appropriate quality.
- The role of the Project Development staff is to provide design staff, and ensure technical staff expertise and technical quality on projects.
- Project Development should ensure that assigned work is completed on time and within budget.

State Highway Engineer Don Forbes cited three principles involved in making the decision—available resources, including dollars, should be assigned where the

work is assigned; every line item is managed by someone; and "We will meet the business plan we have developed for the division," he said.

In other action, the R-Team reviewed preliminary findings on the effectiveness of roadside "ice alert" devices, which change color with freezing temperatures. Maintenance staff and the Research Unit have been testing prototypes of the device, as well as surveying other states for their experiences.

The ice alert devices have not always been accurate or clearly visible at highway speeds, so the R-Team decided on a three-year test of new, larger devices that offer better reflectivity. District maintenance crews will install, repair and monitor the devices at selected locations. Accident data and public response will help determine whether to adopt the devices permanently. "We are interested in the public's response," Forbes said. "Do the devices help and are they visible?"

Speeders trapped

The Oregon Motor Vehicles Division reported that convictions for speed-related traffic infractions in 1989 increased by over 10 percent from 1988.

Other convictions that increased include: driving under the influence of intoxicants (12.6 percent), driving uninsured (21.8 percent), and driving with a suspended license (33.4 percent).

Scarce resources inspire program

In a time when state government is being asked to do more with shrinking resources, the department has created a new department-wide employee recognition program, the ODOT Director's Award.

Creation of the award passed ODOT Management Team and Executive Department approval in mid-January.

John Elliott, a team member and assistant director for Strategic Planning and Communications, said, "The ODOT Management Team believes that, by recognizing and rewarding our employees for their efforts, we will improve morale and productivity. Those are two elements that are important when we are asking employees to do more with less. This program is an investment in ODOT and its most important resource—its employees."

Nominations will be accepted now through March, with presentation of cash awards scheduled for April. The next edition of the "ODOT Openline" newsletter, to be mailed to all department employees, will carry Director's Award nomination forms.

Plans advance for light rail

The fate of Portland's proposed westside light-rail transit system grew brighter with the passage of an "expedited land-use appeals process" to meet the federal government's deadline for a more generous funding offer.

On a suggestion by Public Transit Division Administrator Denny Moore, the Transportation Commission acted to meet the funding deadline and federal requirements for the project's final environmental impact statement. The westside transit project is eligible for 75 percent federal funding under a law that expires Sept. 30, 1991. Meeting that deadline means an approximately \$227 million in additional federal funds—the difference between 75 percent funding and the 50 percent funding expected in the new federal Surface Transportation Assistance Act.

To meet the funding deadline and federal requirements for the final environmental impact statement, the rail line's final alignment must be selected and all land-use issues resolved by July 15, 1991.

Chaired by Jim Hunter, DMV deputy administrator, the Director's Award committee developed the program categories and criteria, policy and procedures, and committee membership schedules. The committee consisted of: Stuart Daily, Highway Division Region 3 Maintenance, Roseburg; Mike Kirby, Highway Division Region 2 Right of Way, Salem; Joe Speight, Highway Division Program Section, Salem; Ann

'This program is an investment in ODOT and its most important resource—its employees.'—John Elliott

Gooley, Public Transit Division, Salem; DeVonne Ross, DMV Field Services, Salem; Deb Tennant, Central Services Division Mail and Service Center, Salem; and Lisa Potter, ODOT Public Affairs Section, Salem.

The award recognizes and rewards employees who exemplify the department's mission and values through exceptional service. The program seeks to improve morale while providing an incentive for improved effectiveness and productivity. The awards, to be presented three times a year, will recognize team and individual efforts.

The award consists of a \$250 cash award, before taxes. Employees and teams later will be invited to appear before the ODOT Management Team for further recognition.

Full- and part-time permanently employed employees are eligible. The program is based on a peer nomination process, and any employee may nominate any other employee. Divisions will receive and review the applications at the division level, then the Director's Award committee will select award winners among the finalists.

The Director's Award committee will be comprised of eight members selected by the respective divisions. Included will be three employees from Highway, two from Motor Vehicles, one representing Aeronautics and Public Transit, one from Central Services and one from outside the department. No more than three committee members can be management or executive service employees.

NEWS BRIEFS

Parker back from national research project

Dick Parker, research coordinator for the Highway Division, returns this month from a year-long research project in Washington, D.C.

Parker, who regularly works out of Highway's Materials Testing Laboratory, Salem, was selected by the Strategic Highway Research Program to act as liaison between SHRP and highway research being done on the state level. His scheduled return is Feb. 1.

Retirees get visit from state highway chief

State Highway Engineer Don Forbes will address Highway Division-related concerns at the Feb. 5 Highway Retirees luncheon.

The gathering begins at 11:30 a.m. at Myrl's Chuckwagon and Buffet, 2265 Lancaster Dr. N.E., Salem. All ODOT retirees are invited. For more information, contact Lorraine Ellis, 362-3998. Other luncheon meetings on the Highway Retirees 1991 schedule are May 7, Aug. 6 and Nov. 5.

More Californians move northward to Oregon

More Californians are shifting their homes northward to Oregon, according to Motor Vehicles Division records.

Nearly 31,000 of the 74,000 new Oregon driver license applicants were from California in 1990. Washington state contributed the next highest number of new Oregon drivers at slightly more than 11,000, followed by Arizona, Idaho, Texas and Colorado.

No more job, just potential

What to do when your job is no more?

That's the question Charles Martin faced when, as senior model maker, his one-man shop was discontinued—and his services were replaced by hiring a private-sector consulting firm. Martin did what he knows best: act quickly, apply his skills creatively, and surround himself with others who can help him help himself.

CAREERS - A series

As the Model Construction Shop—his workplace for five years—was being dismantled around him toward week's end, he drew confidence from knowing he had someplace to go. The following Monday, he would leave the Salem project manager's shops area for a developmental assignment at the Motor Vehicles Division's Public Affairs and Legislation Section office.

Building models of highway projects—to help the public and contractors better visualize a project before it goes to construction, to aid attorneys in defending the Highway Division in court—is a far cry from composing news articles in front of a computer screen, designing publications and working with the news media. But Martin found the opportunity through ODOT's Personnel Services office and Evelyn Minor-Lawrence, the department's career development manager.

He inventoried his skills and interests, developed through a variety of jobs and personal pursuits, and decided he wanted to return to journalism, a profession he practiced while in the Navy. At DMV, he will be acting as liaison for Eastern Oregon field offices, and focusing on an intensified internal communications program. The job will involve adjustment, Martin said, particularly because it brings him from his "hermitage" Model Construction Shop in a mostly-male setting to a work environment where he is surrounded by teams of people, most of them female.

"I'll need to brush up on my people skills and pursue a crash course in computer programs," he said. "But I'm looking forward to it. I think it will be exciting."

At that point, carpentry crews had loaded the last worktable into a truck and began disassembling his desk, chair and drafting table. Most of the models that once packed the Model Shop had gone, some of them going to the Oregon Historical Society. But against the front wall remained a to-scale model of Portland's Fremont Bridge. Although it had been damaged while on display at the Oregon Museum of Science and Industry, its lights work, and the miniature overhead signs remained life-like.

"That's our showcase, our prime model," Martin said. "Leaving that model behind is one of the worst parts of leaving the Model Shop," he said.

The bridge model, to be trucked to the Highway Division's Region 1 office in Portland, was the creation of Jacques Bergmann, Martin's predecessor, who served as Highway's model maker for 28 years during the 1950s and Oregon's interstate construction heyday. At one point during those times, Martin recalls, the model shop employed five people to keep up with demand. Now those model-building days are history. In the final years of Martin's work, business slackened and fluctuated.

While the closing of the Model Construction Shop is, in Martin's words, "Highway's heritage," he harbors no



Charles Martin (above, on left), as senior model maker for the Highway Division, Salem, shows one of his prized models as carpentry crews dismantle the Model Construction Shop during its final week of operation. Photo on right: Martin (seated) works through a computer program with Dave Davis of the Motor Vehicles Division's Public Affairs and Legislation Section, Salem. After the Model Construction Shop closed, Martin pursued a one-year developmental assignment at DMV Public Affairs.

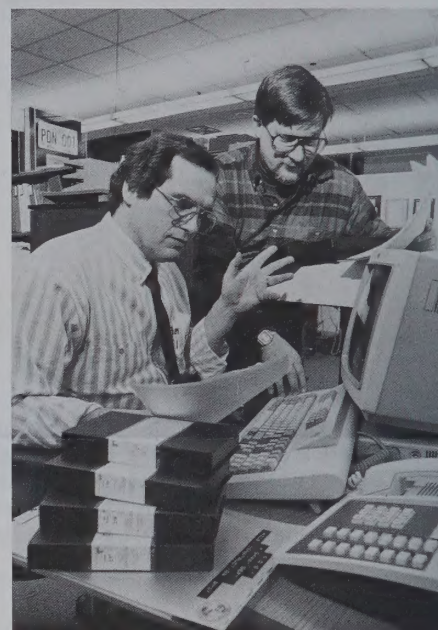
animosity. Yet he defends the beauty and utility highway project models offer. "When the public looks at, say, a model of Portland's eastside, businessmen can see just how a freeway project might affect traffic flow. Blueprints, maps, computer screens—people just don't understand them. But with a model, most anyone can see how a project works."

While his job change requires some adjustment, Martin, 45, is no stranger to seeking new employment. His professional background reads like patchwork: stage set designer, model railroad construction, chief security officer, a pipe fitter in a Pearl Harbor shipyard, drama instructor for juvenile delinquents, fast-

food restaurant manager, university instructor, radio disc jockey, skymaster (anti-hijacking airline security officer), and the back end of Mister Snuffleupig, a horse character of TV fame.

"There are a lot of other Charles Martins out there," Minor-Lawrence said. "We have people in ODOT who want to make career changes. Some employees get burned out and want to make a change. If they just take charge of their career, they can make that happen."

(This is the sixth in a series of articles on careers at the Oregon Department of Transportation. In March, the series will explore the use of mentorship programs.—Editor)



System in place for career planning

Searching for a new position, new career, or perhaps a strategy for making your current job more satisfying? Here are some avenues offered through ODOT's career-development system.

For more information, contact Evelyn Minor-Lawrence, career development manager, either at ODOT Employee Development (378-6720) or the Transportation Building (378-4264).

- Career Planning Workshop. Features a self-assessment of participants'

skills, values and interests. Segments on career exploration, job-placement training, interview tips and resume writing.

- Career-planning workbook. Available to all ODOT and Parks Department employees. Used with Career Planning Workshop, and can be used by employees who are unable to attend the class.

- Individual counseling. Includes resume writing, interview skills and self-assessment. Contact Minor-Lawrence.

- Career Information System. The

computer-assisted program is a pilot program available to all department employees through June 1992. The CIS is located at DMV's Personnel Office, Salem (Taunie Murray, 378-6901); the Highway Division's Region 1 office, Milwaukie (Bill Stark or Carol Cozad, 653-3218); and the ODOT Career Information Office at Employee Development, Salem (Kelly Bese, 378-6720). A person's skills, experience and interests are matched with a variety of occupations.

- Information Interview Directory. Lists about 100 department employees who have volunteered to talk about what their jobs entail.

- Job rotations. An employee transfers into an existing position for a limited time to pursue career interests and develop new job skills.

- Developmental assignments. Generally, these involve new positions to satisfy an identified need. Employees involved in job rotations and developmental assignments remain at their existing salary levels.

- Cross-training. Involves temporarily trading a portion of an employee's current position with responsibilities not regularly assigned to that position. Broadens a person's professional skill range. Cross-training opportunities generally are initiated by the employees involved, while job rotations and developmental assignments are determined by the supervisors who oversee the affected positions.

RETIREMENTS

William Anthony, transportation engineer 1, Highway Division, Milwaukie, retired in January after 38 years of service.

Robert Harrison, engineer specialist 2, Highway Division, Milwaukie, retired in January after 28 years of service.

Clifford Hunt, highway maintenance worker, Highway Division, Portland, retired in December 1990 after three and one-half years of service.

Thomas Malone, heavy equipment mechanic 1, Highway Division, Salem, retired in January after 31 years of service.

Jack Nelson, laborer 2, Highway Division, Portland, retired in December 1990 after 20 years of service.

Frank Ogburn Jr., highway maintenance specialist, Highway Division, Albany, retired in January after 24 years of service.

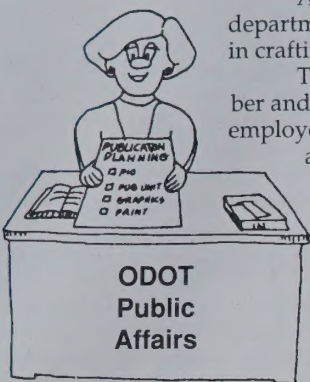
Thomas Reeves, highway maintenance supervisor 1, Highway Division, Portland, retired in November 1990 after 31 years of service.

Antonio Rodriguez, associate transportation engineer, Highway Division, Portland, retired in January after 21 years of service.

Alan Russell, engineering specialist 2, Highway Division, Portland, retired in December 1990 after 34 years of service.

Betty Weiss, office specialist 2, Motor Vehicles Division, Salem, retired in January after nine-plus years of service.

How to look good on paper



A group of seasoned publications experts have molded a comprehensive departmental policy to assist people who are responsible for producing publications in crafting a quality, timely and cost-effective product.

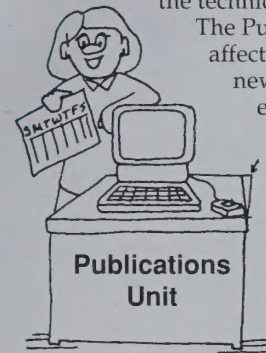
The Publications Policy—adopted by ODOT Management Team in December and distributed in January—has established a procedure for ODOT employees to produce “readable, useful publications” that are distributed to an audience outside the department, and internal publications that are sent beyond the originator’s own section or region. The policy does not affect section or region newsletters, nor does it affect Motor Vehicles Division publications, which are already covered by a publication procedure.

“Some technical documents likely will be excepted,” said ODOT Public Affairs Manager Carol Mitchell. “However, there are some technical documents out there that legislators see—the Six-Year Highway Improvement Program planning document, for instance. That sort of thing should be run through the process created by the Publications Policy. But it’s clear that the Publications Policy won’t touch

the technical aspects of a highly technical document.”

The Publications Policy presents some general guidelines for what publications it affects. Those include publications that have a potential impact on the public or news media; will be distributed to legislators; are part of a major internal or external informational or education campaign; or will be presented in more than one format, Mitchell said. “What we are looking for is a continuity among the publications that go to audiences outside the department, for those documents to be consistent in departmental policy, and for them to accurately reflect an ODOT division’s style and design specifications,” Mitchell said. The policy presents a step-by-step process, which includes all ODOT publication production units.

- The ODOT Public Affairs Section and the document originator, or customer, jointly develop a concept, determine the publication’s target audience, and decide whether the document is exempt from the Publications Policy process. They also decide



what services are needed, such as graphics and photography, determine its distribution, and develop a production timeline and budget.

- Production units, such as ODOT Graphics and Reprographics, then provide cost estimates for their services, and ODOT Public Affairs schedules the job with the state Printing Division.

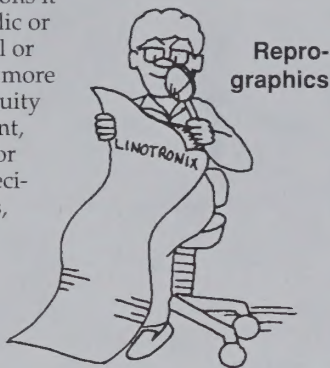
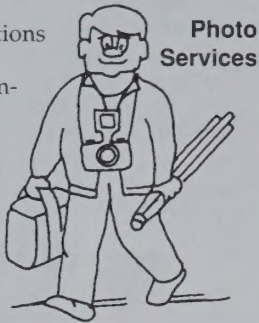
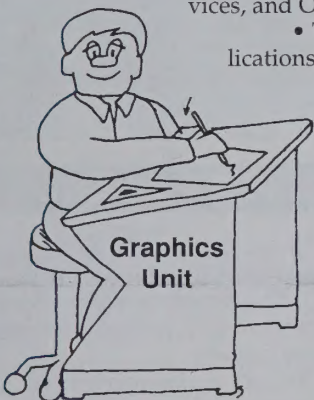
- The customer brings a rough draft to ODOT Public Affairs for review. The Publications Unit provides art direction and produces a preliminary layout of the document’s artwork and text.

- The customer approves the final text, photos, artwork and design, and reviews the publication’s distribution process with the ODOT Mail Center/Service Center.

- An ODOT Public Affairs representative assists the customer with reviewing the publication’s blueline.

- After the publication comes off the press, the customer evaluates the process and product.

“In this era of Ballot Measure 5 and reduced government spending, it’s important to look at how state government functions as a whole,” Mitchell said. “ODOT’s publications reflect the department’s image, and it’s important to show that we’re using our resources wisely. We can do that by better coordinating how we produce documents.”



Roberts: Conserve, please

(Continued from Page 1)

inside this issue of *Via*. Some department employees have family members who are on active duty or waiting to be called.

Vern Johnson, a National Guardsman, was at his job as a heavy equipment mechanic in the Salem Truck Shop when war broke out. “My unit hasn’t been activated, but I’ve got my equipment ready to go,” he said. “I’ve been in the Guard for about 22 years now, and our taxpayers have been supportive of our efforts. If we’re called, you bet I’ll go.”

On the eve of war, angry war

‘With voluntary conservation, we should be in good shape for the long term.’—Gov. Barbara Roberts

protesters blocked Interstate 5 between Springfield and Albany. Minutes after the first U.S. attack on Iraq, 3,000 Portlanders gathered for a rally and march that closed the Hawthorne Bridge. The crowd had grown to 5,000 by the time it crossed the Burnside Bridge, where they sat and sang a chorus of “Give Peace a Chance.”

Meanwhile, terrorist bomb threats against three highway bridges in Washington state had transportation officials on the alert.

State Bridge Engineer Tom Lulay said, “We’re asking those people who maintain our highway bridges to be aware of something that looks out of place, something that creates concern with them and also to give them direction on what to do if they notice something unusual.”

Gov. Barbara Roberts immediately called for Oregonians to voluntarily conserve oil, including adhering to speed limits and lowering thermostats in homes and offices. Among the key measures in the voluntary fuel-conservation plan are ridesharing, telecommuting and regional fuel-use priorities.

“We have plenty of resources,” Roberts was quoted as saying. “With voluntary conservation, we should be in good shape for the long term.” She warned motorists to stay calm and avoid the temptation to top off their vehicles’ gas tanks, which in itself might significantly curtail fuel supplies.

“Everything happened exactly opposite the way we thought it would,” said Sam Sadler, an energy policy analyst with the Oregon Department of Energy. “We anticipated a shortage, but here we are—at least for today—with surplus oil supplies.”

Oil analysts didn’t expect a fuel shortage, as petroleum inventories reached their highest levels since 1982, and Iraq’s military was believed incapable of interrupting Persian Gulf oil production.

Roberts said that, if the war is prolonged and oil reserves become depleted, she might mandate emergency fuel-conservation measures and require state agencies to reduce travel by 15 percent. What measures are placed into effect depend on the severity of the fuel shortage, although they might include reduced speed limits, designating days for gasoline fill-ups based on whether license plates end in an odd or even number, rideshare requirements for large employers and closure of unplowed roads. Fuel used for snow removal and safety repair of streets and highways would be given first priority.

HISTORY

FEBRUARY 1986

- ODOT’s smoking policy was revised to prohibit smoking in all ODOT buildings, except in designated areas, including areas regularly visited by the public.

- The Highway Division had so many applicants for engineering positions that it nearly stopped recruiting.

- Demand for First-Level Management Training classes was so great that the Employee Development Section enlisted the help of nine current employees from throughout Oregon who were trained to teach the course.

FEBRUARY 1981

- Abnormally heavy rainfall and snow runoff were the initial causes of a flood on the Hood River that destroyed 6.8 miles of Oregon Route 35. The flood occurred Christmas evening and caused an estimated \$12.7 million in damage.

- Assistant Director George Bell predicted the 1981 legislative session would be low on revenue and short on tempers. He noted the prolonged recession had drastically lowered state income tax revenues.

- Fuel conservation, more energy-efficient vehicles and economic decline were blamed for lowering Highway Division revenues by \$7.5 million below budget projections.

All-Stars take a bow

Deb Tennant and Ron Freele, both of Salem, have been chosen winners of the Central Services Division’s All-Star Gold Award.

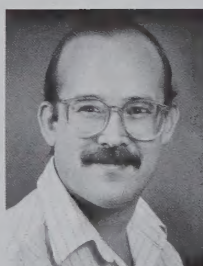
Tennant, manager of ODOT’s Mail and Service Center, won in the management category, while Freele, building maintenance repair worker, took the represented category.

The All-Star Award is based on peer nomination. Larry Christianson, ODOT Public Affairs, who nominated Tennant for the award described Tennant’s service this way: “The sign prominently displayed in the Service Center describes how they deal with customers. Customer service is their business and they prove it.”

Christianson also nominated Freele. “Ron is there when you need him and always without a complaint. He always leaves me with the feeling that he’s happy to help,” Christianson noted in his nomination.

Eight division employees received the All-Star Silver Award. They are: Julie Dutoit and Rick Ritter, Information Systems Center; Mae Morgan and Barb Sollis, Transportation Accounting; Pua Sequeira, Personnel Services; Scott Lough, Finance Branch; Brenda Zuniga, ODOT Public Affairs; and, Bob Trump, Records Management and Forms Control Unit.

The All-Star Award program was established last year to recognize Central Services Division employees. The Central Services Division provides operating support to ODOT’s other four divisions—Highway, Motor Vehicles, Aeronautics and Public Transit. Nomina-



Freele



Tennant

tions for the award are sought from all department employees. Selection is based on employees who exemplify responsive, quality, cost-effective and timely customer service.

REMEMBERING

Elissa Neely, motor vehicle representative 1, Motor Vehicles Division, Corvallis, died Oct. 18, 1990. Neely, who was 58, served DMV for more than five years before retiring in 1990.

Nathan “Nate” Thorpe, highway maintenance worker 2, Highway Division, Hermiston, died Dec. 27, 1990. Thorpe, who was 78, served Highway for 26 years before retiring in 1974.

Oscar Rippee, maintenance section supervisor 2, Highway Division, Condon, died Nov. 30, 1990. Rippee, who was 85, served the Highway Division 38 years before retiring in 1970.

Metro changes with time

Retirements and a program reorganization have prompted a number of personnel changes in the Highway Division's Region 1.

Michal Wert, formerly special projects manager, has been named project development manager for the Project Development Unit. In her new position, Wert is responsible for transportation projects on the state highway system from initial planning through preliminary engineering design.

As the new manager, Wert will oversee the Project Development Unit, which consists of engineering, environmental and geology units. Wert will be responsible for developing policy, personnel and the region's project development plans.

Prior to joining the Highway Division in 1989, Wert had worked for more than 12 years at the Portland office of CH2M Hill, an engineering consulting firm, where she was a senior project manager and the Civil Engineering Department manager.

Walt Bartel, formerly region construction engineer, has been chosen assistant region engineer. The assistant position was created after Wayne Cobine, who had been region operations engineer, left to become state operations engineer in Salem. As the new assistant region engineer, Bartel is responsible for construction, maintenance and traffic engineering programs. Before becoming region construction engineer in 1990, Bartel had worked four years in Pendleton as a maintenance supervisor. He has been with the Highway Division since 1971.

Harold Lasley, formerly ODOT civil rights manager, Salem, has been selected as district manager for the region's western maintenance district. Lasley replaces Dave Willhite, who retired in June 1990. His district includes parts of Washington, Clackamas, Multnomah and Columbia counties.

Prior to becoming ODOT civil rights manager in 1988, Lasley worked eight years at CH2M Hill. While there, he worked in geotechnical and construction management disciplines.

Gary Kennen, formerly a construction project manager for Region 1, has been selected as district manager for the region's eastern maintenance district. Kennen replaces Harry Woodward, who retired in June 1990. Kennen's district includes all of Hood River County and parts of Multnomah and Clackamas counties.

Before becoming a project manager for the Highway Division in 1983, Kennen had worked seven years in Portland as region utility specialist for the division. Kennen has been with the Highway Division since 1956.

Dennis Carlson, formerly assistant district maintenance manager for the region's central district, has been named construction project manager. Carlson has been with the Highway Division since 1963. Replacing Carlson is Mike Spaeth, who will fill a six-month developmental position. Spaeth is formerly office manager for the region's western district.

The central maintenance district includes portions of Clackamas and Multnomah counties.

Assistant Maintenance Section Supervisor Dave Millican will replace Spaeth in a six-month developmental position. Millican has been with ODOT since 1973.

Larry Hart, formerly assistant location project manager, has been named region surveyor. Hart replaces Lou Spisla, who retired in August 1990. Hart will be part of the newly reorganized Project Development Unit. Hart has been with ODOT since 1960.

Ready to enter Desert Storm

Following is a listing of ODOT and Parks Department employees who are in the service yet remained in Oregon as this publication went to press. The Via Editorial Board wishes to thank ODOT Personnel Services, and the Motor Vehicles Division and Parks Department personnel staffs for their quick response in providing the following information.
—Editor

Highway Division

James Adams, Banks.
William E. Anderson, Eugene.
Wade B. Ansell, Hermiston.
George D. Ball, Eugene.
Carl Barner, Salem.
Brian Bateman, Portland.
Mike Bennett, Woodburn.
Don Bessey, Woodburn.
Ben Bones, Lincoln City.
Richard R. Bowers, The Dalles.
Robin Brooks, Portland.
Louis E. Brueggeman, Portland.
David Campbell, Sandy.
Edwin L. Carson, Ashland.
John V. Cepeda, Salem.
Harold Cook, Banks.
Alfred Crow, La Grande.
Kerry Dayton, Salem.
Phil Dibartolo, Bend.
Dwight Dillon, Portland.
Raymond O. Dillon, Salem.
James E. Dowers, Salem.
Elree E. Durden, Portland.
Enrique Enriquez, Salem.
Dan L. Erdt, Clackamas.
Louis W. Floerchinger, Ontario.
Paul L. Fothergill, La Grande.

A. Courtney Gatlin, Salem.
L. R. Gettle, Bend.
Greg Guthrie, Salem.
Jim Halloran, Salem.
Edgar F. Harriman, Clackamas.
Don Hasiah, Woodburn.
James J. Hendrix, Richland.
Katherine Hinkle, Portland.
Enoch Holland, Ashland.
Leslie Hubble, Clackamas.
Ron Hung, Baker.
Bud Ibarra, Salem.
Byron Inman, Springfield.
Dick Jensen, Portland.
Vern R. Johnson, Salem.
Thomas W. Jorgensen, Huntington.
James Kendall, Salem.
Ralph J. Klenski, Bend.
David G. Lewis, Klamath Falls.
Ray Lounsberry, Portland.
Thomas D. Lulay, Salem.
Melvin Makin, Salem.
David E. Manus, Tigard.
Glenn Meek Jr., Grants Pass.
John W. Meranda, Salem.
James Mitchell, Salem.
Harlan Naegeli, Salem.
Don Neron, Salem.
Michael R. Nichols, Salem.
Dennis Pace, Newport.
Louis Palazzolo, La Grande.
Brady A. Pauls, Bend.
Warren Perkins, Salem.
Russell Peterson, Prospect.
Jimmie D. Poore, Salem.
Roger Powers, Salem.
Norman Rauscher, Salem.
Mark Rodgers, Salem.
David R. Romine, Meacham.
Todd G. Ross, The Dalles.
Patricia Rugh, Springfield.

Robert E. Scheidemantel, Coos Bay.
Mario C. Sifuentes, Ontario.
Tim Smith, Portland.
Gary R. Strausbaugh, Salem.
Donald W. Teigen, Bend.
Dean Truedson, Salem.
Philip Trusty, Ashland.
Chris A. Vogelsang, Bend.
Bruce Walton, Salem.
Richard Whelan, Salem.
Gerhard Zahn, Portland.

Central Services

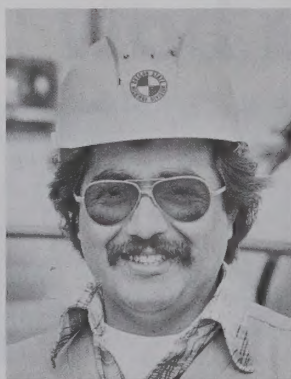
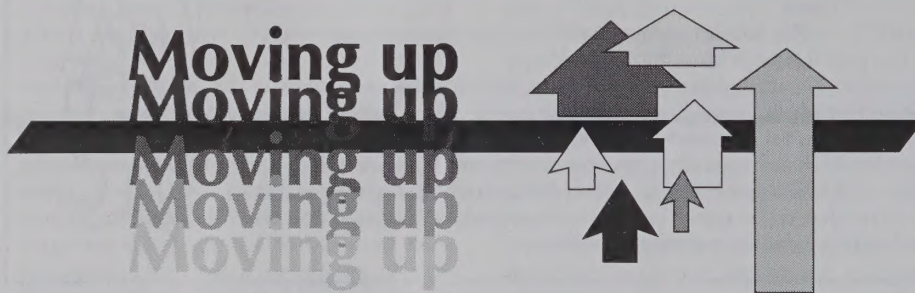
Doug Fessler, Salem.
Bob Gruchalla, Salem.
Larry Hill, Salem.

Motor Vehicles

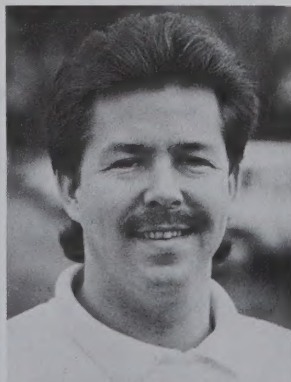
Dale Barrett, Prineville.
Patrick Callahan, Portland.
Bob Comstock, Salem.
Lawrence Flynn, Roseburg.
Owen Gest-Herzberg, Salem.
Orlando Grado, Salem.
Pete Nunnenkamp, Salem.
Donna Shay, Salem.
David Skinner, Salem.
Roland Swearingen, Beaverton.
Jon Woodley, Portland.
Kerry Wymetalek, Salem.

Parks Department

Mike Bones, Honeyman State Park, Florence.
Jim Harney, Champoeg State Park, Newberg.



Luis Rodea
Transportation Engineer 2
Highway Division
Salem



Michael Bryant
Laborer 2
Motor Vehicles Division
Salem

Julie Meisenheimer, data entry operator to office specialist 2, Salem.
Carolann Nelson, motor vehicle representative 1 to motor vehicle representative 2, Sandy.
Sharon Ownbey, office assistant 2 to office specialist 1, Salem.
Buddy Phillipp, motor vehicle representative 2, Klamath Falls, to motor vehicle representative 3, Southwest Region, Grants Pass.

Highway Division

Martin Andersen, transportation engineer 1, Salem, to supervising transportation engineer B, Milwaukie.
Walter Bartel, supervising transportation engineer E to supervising transportation engineer F, Milwaukie.
Dennis Carlson, supervising transportation engineer B to supervising transportation engineer D, Milwaukie.
Ronald Clay, transportation engineer 2 to supervising transportation engineer D, Salem.
Steven Cooley, associate transportation engineer to transportation engineer 1, Salem.
Joseph Cosentino, engineering specialist 1 to engineering specialist 2, Salem.
Lawrence Hart, transportation engineer 2 to supervising transportation engineer D, Portland.
Bruce Jenkins, engineering specialist 3 to associate transportation engineer, Salem.
Karla Keller, associate transportation engineer to transportation engineer 1, Salem.
Luis Rodea, transportation engineer 1 to transportation engineer 2, Salem.
Jilda Rush, engineering specialist 1 engineering specialist 2, Salem.
Allyson Spencer, program technician 1 to program representative 2, Salem.
Anita Walker, office assistant 2 to office specialist 1, Salem.

Motor Vehicles Division

Michael Bryant, office assistant 2 to laborer 2, Salem.
Ruth Cook, office specialist 2 to administrative specialist 1, Salem.
Carla Epperly, motor vehicle representative 1 to motor vehicle representative 2, St. Helens.
Trisha Lafferty, motor vehicle representative 1 to motor vehicle representative 2, Albany.

SAFETY AWARDS

Crews that recently have earned the SAIF Achievement or ODOT Excellence awards for working continuously without time-loss injuries include:

Baldock Maintenance Crew;
James Sampson, supervisor; two years.

Region 4 Office Crew; Dale Allen, supervisor; two years.

Condon Maintenance Crew;
Andy Anderson, supervisor; two years.

Prineville Maintenance Crew;
Sam Wilkens, supervisor; two years.

Umatilla Weighmasters Crew;
Ben Derby, supervisor; 11 years.
La Grande Weighmasters Crew; Jay Schultz, supervisor; 11 years.

Region 2 Geology Crew; Bob West, supervisor; two years.

Woodburn Maintenance Crew;
Bruce Fochtman, supervisor; two years.

District 4 Landscape Crew;
George Johnson, supervisor; two years.

District 7 Office Crew; Paul Mather, supervisor; six years.

Spray Maintenance Crew; Lloy Munjar, supervisor; 20 years.

Enterprise Crew; Hubert Murrill, supervisor; six years.

Portland Location Crew; Mark Beeson, supervisor; four years.

Milwaukie Location Crew;
Paul Hailey, supervisor; five years.

Corvallis Construction Crew;
Ron Reisdorf, supervisor; two years.

Salem Fab Shop Crew; Courtney Gatlin, supervisor; six years.

Seaside Bridge Crew; Keith Chartier, supervisor; two years.

McKenzie Bridge Crew; Bill James, supervisor; two years.

Portland Right of Way Crew;
Roger Hansen, supervisor; seven years.

Region 3 Right of Way Crew;
Neil Flanagan, supervisor; 18 years.

PROFILE: PAUL MEYERHOFF II

Seeking consensus on the run

By ED SCHOAPS
ODOT Public Affairs

If you want to keep up with Paul Meyerhoff II, you'd better wear your running shoes. You'll need them.

The 41 year-old Aeronautics Division administrator doesn't exactly fly on the winged feet of Mercury, but he is easy to pick out of a crowd of ODOT administrators: He's the one wearing black leather athletic shoes with his business suit, a stark contrast to his peers' more traditional dress shoes. His shoe preference simplifies his bicycle trips from the Aeronautics building at the Salem Municipal Airport to the downtown Transportation Building. It also reflects his desire to change the image of Oregon aviation.

Paul's daily activities offer the variety of a cross-training workout. At any given moment, he may be testifying before legislators, forging alliances with constituency groups, developing strategic plans with his staff, consulting with local airport officials, or spending his weekends flying to a pancake breakfast halfway across the state to speak with a local flying club.

Paul is trying to right what he perceives to be the poor image some people have of aviation in general and private pilots in particular. "The public image of aviation is unjustly deserved," he says.

While the popular media alternately portray pilots as glamorous or as foolhardy risk-takers, that's a misconception, he says. "Pilots are by nature precise. They pride themselves in the safety they bring to flying, and want it to remain that way. The main challenge in my job is to communicate to the public the value of aviation to everyday life."

Paul brings to his task a background in marketing, strategic planning and economics. He has a master's degree in business finance and has run his own marketing company. He spent most of his career in private business, making the transition to state government in 1987 in Alaska, where he first worked developing economic strategies for the Alaska governor's office. There, he learned the value of constituency-building and consensus.

Because state government decisions affect literally hundreds of constituencies, government programs work best if constituencies are included in decisions. "If they're not, your strategy can fail simply because they weren't consulted, and don't feel a part of the process. Therefore, they end up working against you," Paul says.

In 1988, he became executive director of the Alaska International Airport System, where for nearly two years, he oversaw operations at Anchorage and Fairbanks airports. Before being hired as Oregon's Aeronautics Division Administrator last spring, he managed international tourism for Alaska's Department of Commerce.

Oregon was a magnet for Paul and his wife, Jill. After landing his new job,



Paul Meyerhoff II, Aeronautics Division administrator (on left), speaks with Ron Hanna, Salem Municipal Airport manager. Aero's headquarters are adjacent to the Salem airport.

they celebrated their move to Salem by getting married. "Jill and I both really focused on moving out of Alaska to Oregon." Jill's family lives in Portland, his son moved to Bend two years ago, and Paul has family in Washington and California. Jill's two children live in Washington.

Being a pilot and owning an airplane not only complements his Aeronautics role, it fits well with his family plans. For instance, his 8-year-old son, Anders, is 50 minutes away by plane. "I can leave here at five o'clock on Friday and be back here by seven for a weekend with him. That's a real advantage," he said.

Paul grew up in the San Francisco area, and has been flying since he first climbed aboard his father's plane at age 9. He delayed getting his pilot licence, because, he says, he "knew that as soon as I got a pilot license that I'd want to own my own airplane because I'd want to fly a lot." But by age 32, he could wait no longer. He got his pilot license, bought a single-engine Cessna, and traveled with his father to Illinois to pick it up and fly back to Alaska.

His current plane is a 1954 model Cessna 180. Paul compares his plane to his 4-wheel drive Jeep Cherokee station wagon. "The Cessna 180 is called the 'Skywagon' and it'll carry almost anything you can shove in it—four people and a load in the back seat. This plane can land on anything from a farmer's field to Portland International Airport and be happy. It will take off or land in 600 to 700 feet," he says. It once was even equipped with skis for snow land-

ings.

In spite of preserving a bit of the past with his airplane, Paul also expresses enthusiasm for the future.

While many other state agencies deal every day with crisis—people who are sick, out of work, poor and hungry—Paul believes that "We in the Department of Transportation are very, very lucky. We're dealing with positive issues: with the vision, creation and building of transportation systems that will help our children have a better place to live. In light of what's happened with Ballot Measure 5 and the Legislature, I think that's even more important to take into account. We can be optimistic about the future for ODOT because we deal in how we're going to make things better."

Paul symbolizes a break from the past in guiding the Aeronautics Division. Together with Assistant Administrator Wanda Kennedy, he empowers his staff of 16 to contribute as members of a decision-making team, and his managers with the responsibility to accomplish Aero's strategic plan and mission.

A healthy aviation system is a necessary component of a healthy Oregon economy, he says. Oregon has more than 400 public and private airports, and the state owns and operates an additional 34. "Airports are like interchanges for our freeways in the sky. They provide access so business opportunities can occur in a community."

Past division efforts have focused on airport developments as an end unto themselves. Today, Paul and his staff instead focus on airports as a means to

'If we don't help utilize local airports so that they add value to their community, then why have an airport at all?'

—Paul Meyerhoff II

community economic growth and development. "Airports are tools to create and stimulate economic development, to successfully attract and develop something other communities don't have," he says. "If we don't help utilize local airports so that they add value to their community, then why have an airport at all? Our job is to help show the value of local airports and help communities grow through airport development."

That job is getting harder as airports owned by local governments feel the pinch of Ballot Measure 5 cutbacks, Paul believes.

"When you limit or close an airport, you remove an opportunity, you take away an interchange," he says. "The fact is, community business depends on aviation services, such as business flying, air freight and shipping, Life Flight, agricultural spraying and more. I guess my major frustration is seeing how underfunded aviation is as a transportation mode. I'm not talking just about our division, but about aviation as a whole in Oregon."

Oregon is ranked 47th in aviation fuel tax rates, indicating that relatively little is being returned to aviation by its users and limiting airport improvements and community growth. Oregon's aviation system has been limping along, Paul says, and has reached the point that some communities are questioning the need for their local airports.

Paul hopes to counter that trend by capitalizing on the constituency-building lessons learned in his previous jobs. He recently helped establish Oregon's first Aviation Alliance—a collection of 23 groups with mutual interests in statewide aviation issues. Joining together and speaking with one voice, Paul believes the alliance can more strongly support aviation issues in the Legislature.

The alliance is working together with the Oregon Aviation Advisory Committee to help shape Oregon's aviation future. "The Oregon Aviation Alliance can tell us what the aviation policy and direction should be for Oregon, while the Aviation Advisory Committee guides our division in forging a strategic plan to help make it happen," he says.

Paul's role as a facilitator, helping develop consensus agreements between state and local governments, legislators and aviation users, keeps him running. And he's wearing the right shoes for the race.

RETIREES REPORT

Helen Willis, Ontario, motor vehicle representative, DMV, retired in 1985.

Helen and her husband, Porter, enjoy fishing and the outdoors. They have a travel trailer and spend a lot of time steelhead fishing at Lewiston, Idaho, where they also have relatives. They are planning a tour to Alaska next September.

The Willises have two children—a



Willis

daughter in Eugene and a son in the Ontario area—along with four grandchildren.

Retirement has allowed Helen to slow down and relax. She joins friends to oil paint once a week. "The best thing about retirement is not having to watch the clock," she says.

Nancy Nebel, Salem, secretary, Highway Division, retired in 1985.

Nancy's volunteer work takes up much of her time. For the past four years, she has volunteered at the Salem Rehabilitation facility, and she also helps with the Home Care Department of the Salem Hospital.

Her travels include a trip to Walt Disney World and the EPCOT Center in Florida, and a three-day cruise to the Bahamas. She took a two-week tour of the East Coast from Washington, D.C. north through New England. In the spring of 1989, she went on a 10-day cruise to Mexico. Nancy and her friend Ruth Keller traveled to Leavenworth, Wash., in early December 1990 to view the Christmas lights.

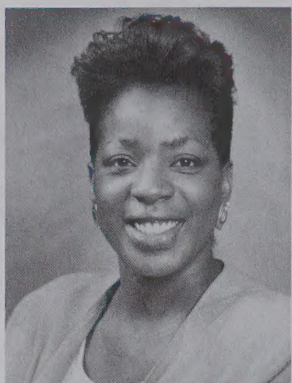
Nancy has a son and grandson who live in Flagstaff, Ariz., and she visits them at least once a year.

Nancy regularly attends the quarterly Highway Retirees luncheons.

CANDID COMMENTS

What has been the high point of your ODOT experience so far?

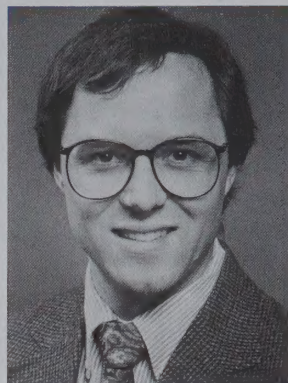
Genie Wilcox
Manager
Mall 205 DMV Express
Office
Motor Vehicles Division
Portland



Karen Johnson
Retirement Specialist
ODOT Personnel
Services
Central Services Division
Salem



Joe Thomas
Associate Transportation Engineer
Highway Division Construction
Roseburg



Scott Nagel
Program Manager
Environmental Section
Highway Division
Salem

Carol Falk
Clerical Specialist
Motor Vehicles Division
Salem



Genie Wilcox

The experience gained and the chance to work with the public, which is oftentimes a challenge to see that they leave the office with a good impression of DMV.

Karen Johnson

My high point has been that I've managed to see to it that all of our employees—not just the ones ready to retire—are provided with the retirement information they need, whether it be interdepartmental or through the Public Employees Retirement System.

Joe Thomas

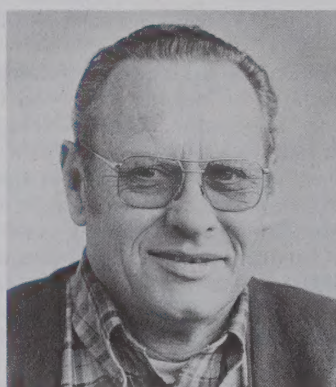
This last construction season I was put in charge of an experimental project using shredded rubber tires as fill material under a highway—that was the Camas Mountain Wayside-Muns Creek project. I was given free latitude to build the project using my own judgment. Following construction, I was involved in writing the narratives and putting together a presentation of the project for state and federal agencies, and I will continue to monitor the project for the next year.

Scott Nagel

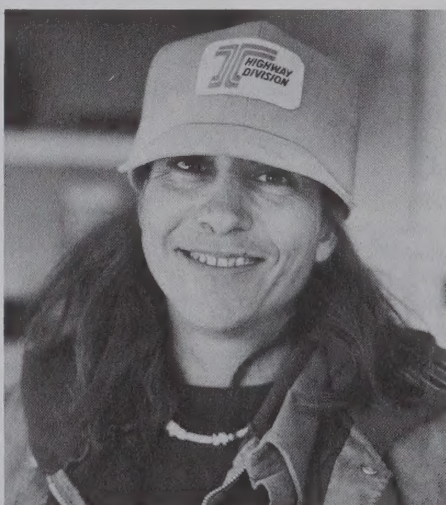
My high point, the thing I get the most enjoyment out of, is working with people to reach a common goal. This may include working on employee-recognition awards within the department or conducting technical and citizens advisory committees for a particular construction project. Regardless of the situation, my high point is to work with people in a manner that everyone involved takes ownership in the product, and as many people benefit as possible.

Carol Falk

My high point right now is the sense of triumph I feel when I am able to track down some information that was hard to find, especially if it makes someone else's job a little easier.

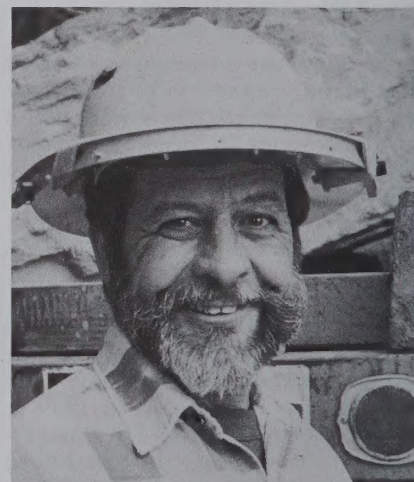


Glen Ebsen
Senior Weighmaster
Permits and Weighmasters
Section
Highway Division
Ashland



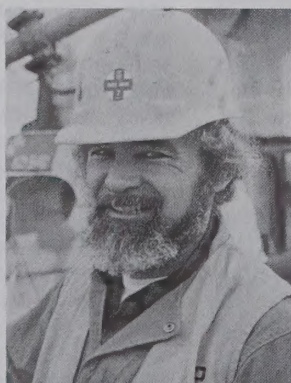
Karen Prophet
Highway Maintenance Specialist
Highway Division
Bend

Billie Zumwalt
Associate Transportation
Engineer
Planning Section
Highway Division
Salem



Pat Dopita
Highway Maintenance Specialist
Highway Division
East Portland Bridge Crew
Portland

Lee Peachey
Highway
Maintenance
Specialist
Highway Division
Prospect



Glen Ebsen

There have been a lot of high points in my 10-plus years with ODOT, but I think being promoted to senior weighmaster would have to top the list.

Lee Peachey

In 1984, we got a new shop building and I was given the responsibility of doing the cabinet and wood work on the job. This job led to doing other woodworking for the state, such as the safety award plaques.

Karen Prophet

My job has had many high points: When I got a call and was told "you're hired," having most of "the guys" on my crew accept me as a team member, being able to assist motorists in trouble and help them have a safer and more enjoyable trip, and the sense of accomplishment when a job is well done.

Billie Zumwalt

I think that getting the position that I hold right now has been my high point so far. I've gotten to travel, and meet and work with city and county officials from all over the state. I like the idea of being able to dispel the "big brother" image the state has with some of the smaller agencies.

Pat Dopita

My high point is working on the East Portland Bridge Crew. Every day is a new challenge, and my crew members give me the opportunity to share my expertise and learn from them. I like my new home.

1990 Retirees Review

The Department of Transportation would like to thank you, the retirees of 1990, for your dedication and for the services you provided to Oregon's citizens and visitors. We wish you well in the years ahead and hope retirement is good to you.

Earl B. Adams

**Highway Maintenance Specialist
Highway
18 Years**

Earl spent his entire Highway Division career in Ontario, beginning as a highway maintenance man 1 in 1972. He promoted to highway maintenance man 2 in 1973, became highway maintenance worker 3 in 1984 and retired as highway maintenance specialist.

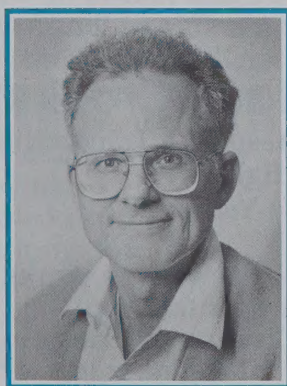
His most enjoyable job was plowing snow because he felt Oregon needed the moisture. Earl remembers being on a crew that worked together and helped each other.

Now that he is retired, Earl plans to do some fishing, hunting and camping.

Kenneth (Ken) Archibald

**Transportation Engineer 1
Highway
31 Years**

Ken began working as a civil engineer 1 at Salem in 1958 and left on military leave a few months later. He returned to the Salem Bridge Section in 1960, where he progressed to transportation engineer 1 and retired.



He received his greatest job satisfaction as planning committee chairman for the 1985 Northwest Bridge Engineers Seminar. Witnessing the lifting of the Fremont Bridge arch midspan in early 1970 is Ken's most notable memory. During his career, he saw the evolution of the computer age, including slide rule to CAD system and carbon copies to Xerox and FAX copies.

Highlights of Ken's retirement plans are doing volunteer work, staying active in engineering, participating in recreational and sporting activities and enjoying his family. He wrote, "I want to stay physically and mentally active in retirement!"

Harvey G. Argo

**Office Manager 2
Highway
27 Years**

Harvey became a chainman for the Highway Division in 1963 at Coquille in a temporary engineering aid position and transferred to Bridge in 1964 to become a highway maintenance man 2. Harvey's career took him to Roseburg in 1965, where he worked as landscape foreman and highway maintenance office manager and retired as office manager 2.

One of his favorite jobs was landscape supervisor. He enjoyed the challenge of working with new rest areas and interchanges throughout the district. Harvey noted a change during his career came with the TEAMS concept of accounting.

Travelling and working on "the home place" will help fill Harvey's retirement time. He hopes that some temporary repairs can now become permanent.

Louis C. Atondo

**Highway Maintenance Specialist
Highway
15 Years**

Louis began his Highway career in 1975 at Central Point as a highway maintenance man 1. He moved to Ashland in 1976 to become highway maintenance worker 2, then to Klamath Falls in 1982 as a highway maintenance worker 3. Louis retired as a highway maintenance specialist.

His favorite job has always been working as an equipment operator, which gave him a feeling of accomplishment as he saw improvements being made. His memories include the good supervisors and colleagues he was lucky to work with. Louis noticed some changes in 1985-86 brought about by equipment upgrades.

Now that he is retired, Louis will be working with his brother in their construction company. He writes, "And, I can go fishing, hunting and prospecting to my heart's content."

Darrell K. Austin

**Highway Maintenance Supervisor 2
Highway
33 Years**

Darrell's first Highway job was at the Salem Sign Shop in 1956 as a highway maintenance man 1. He progressed through highway maintenance man and highway maintenance worker

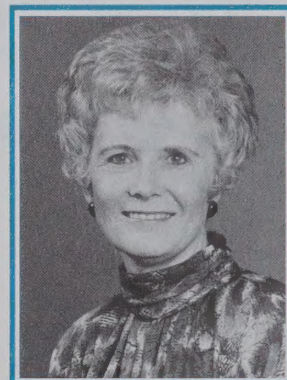


positions, spending most of his career in Salem. At the time of his retirement, Darrell was a highway maintenance supervisor 2 in the Salem Equipment and Services Unit.

Retirement plans are on hold right now while Darrell enjoys a job with the private sector. He hopes to do some travelling later.

Beverly (Bev) Ayres

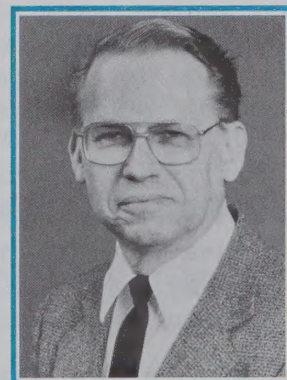
**Word Processing
Technician 2
Highway
31 Years**



Bev began her Highway career in 1958 as a clerk typist 1 at Salem. She was promoted to clerk typist 2 in 1959 and resigned in 1964 to become a housewife and mother. Two years later, Bev once again became a division employee and progressed in the clerical series. She transferred to the Department of Revenue in 1978 and returned to the Highway Division in 1984 as word processing specialist. Bev retired as word processing technician 2.

Robert (Bob) Ayres

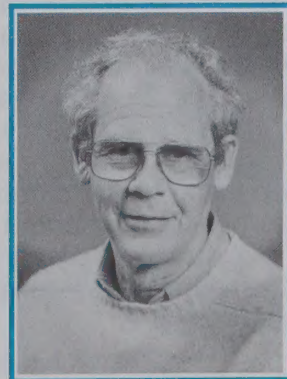
**Systems Analyst 1
Highway
31 Years**



Bob came to work for the Highway Division in 1959 as a tabulation trainee at Salem. He remained in Salem his entire career, progressing through tabulation operator and programmer positions and retiring as systems analyst 1.

Jerald E. (Jerry) Backstrand

**Supervising
Transportation
Engineer F
Highway
39 Years**



Jerry worked for the Highway Division the summers of 1951-55 in Albany and Salem while attending col-

lege. After completing school, he spent one month as a civil engineer 1 before taking military leave. Jerry returned to Salem in 1958 and worked his way up the ranks to retire as supervising transportation engineer F.

He noted that his favorite job was assistant bridge engineer and his favorite project was the Astoria Bridge.

After he catches up on all those things that need doing, Jerry will take some time to work on his retirement plans.

Daniel Bartlett

Highway Maintenance Specialist
Highway
12 Years

Daniel's Highway career was spent in Moro, where he began working in 1978 as a laborer 1. He was promoted from highway maintenance worker 1 to highway maintenance worker 3 and retired as highway maintenance specialist.

His most enjoyable job was operating equipment and he remembers winter plowing and sanding.

Now that he is retired, Daniel looks forward to working in his own business and spending time with his family.

Ora Lee K. Beard

Office Specialist 1
Highway
39 Years

Ora Lee came to the Highway Division in 1951 as a clerk typist 2 after working for the Secretary of State and Motor Vehicles Division. She remained in Salem her entire career, progressing in the clerical field and retiring as office specialist 1.

Ora Lee enjoyed working with legislative matters during sessions. The biggest change she noticed was the use of computers in the workplace.

Travelling and taking a cruise top her list of things to do now that she is retired.



Vernon L. (Rocky) Blomker

Highway Maintenance Worker
Highway
7 Years

Rocky joined the Highway Division in 1983 as a highway maintenance worker 1 at Central Point. A year later, he was promoted to highway maintenance worker 2 and retired as highway maintenance worker.

Rocky took a great deal of pride in maintaining the landscape between Grants Pass and Ashland. He remembers the long hours of working chain detail on the Siskiyou Mountain pass and the drivers who found out the hard way that chains were really necessary. An improved highway system, a more safety-conscious work force and better communications were changes Rocky noted during his career.

Retirement plans include outdoor activities, exploring new areas and just plain enjoying life.

Dale C. Blumenthal

Highway Assistant Supervisor
Highway
28 Years

Dale came to the Highway Division in 1951 as a laborer 1 at Parkdale, where he remained 14 years before resigning. He returned to Parkdale in 1966, promoted to highway maintenance supervisor 1 in 1977 and highway maintenance assistant supervisor in 1989 and retired as highway assistant supervisor.

His favorite job was working as an equipment operator.

Dale plans to enjoy retirement doing some of those things he couldn't do while working long winter night shifts.

Gene Bowden

Revenue Auditor 2
Motor Vehicles
10 Years

Gene came to the Fuels Tax Branch from the Bureau of Labor and Industries in 1981 as a revenue auditor 2. He spent his entire Motor Vehicles career in this position.

Glenn E. Boyle

Transportation Engineer 2
Highway
34 Years

Glenn's first job with the Highway Division was in 1956 at Cottage Grove as an engineering aide 1. In 1957, he transferred to the Materials lab in Salem and worked his way up to engineering aide 2, engineering technician 2, materials testing engineer 1 and materials testing engineer 2. Glenn retired as transportation engineer 2.

Being an A/C plant inspector was his favorite job because he was able to develop new types of mixes. Glenn's most memorable experiences include being accepted into the Association of Asphalt Paving Technologists and meeting Francis Hueem, who has made several contributions in materials testing.

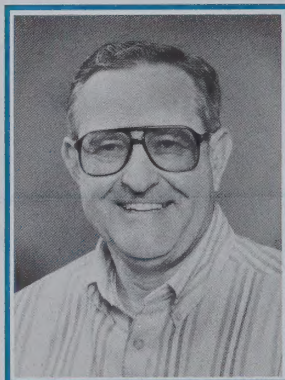
Some of Glenn's retirement time will be spent as a consultant sharing the expertise and knowledge he gained during his career.

Jimmie R. Buford

Highway Maintenance Worker
Highway
25 Years

Jimmie began his Highway career in 1965 at Eugene as a highway maintenance man 2. He remained at Eugene, working on the bridge maintenance crew, sign crew and landscape crew. Jimmie retired as highway maintenance worker.

He is looking forward to sleeping in, doing yard work and shopping for bargains.



Jack M. Cartwright

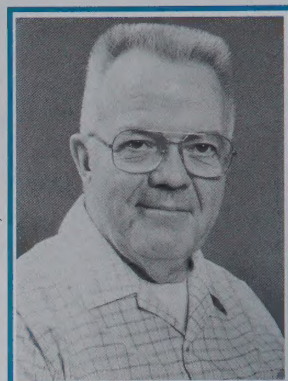
Transportation Engineer 2
Highway
38 Years

Jack was an engineering aide 2 for the Highway Division during the summers of 1952-53 while attending Oregon State University. After graduating, he worked for a few months before taking military leave.

In 1956, Jack returned to the Portland area to work as civil engineer 1, and 2, assistant resident engineer, field utilities liaison engineer and metro office engineer. He was promoted to highway engineer 4 in 1966 and spent the rest of his career in Salem as utilities office engineer.

All his time with the division was enjoyable, but Jack admits his favorite job was utilities office engineer because it gave him a chance to work with people and other agencies. Jack wrote, "I left with a good feeling and the pleasant reward of receiving the 3E Award."

Jack's retirement plans include woodworking, travelling in his trailer and working on his personal computer.



Jack Clark

Heavy Equipment Mechanic
Highway
23 Years

Jack joined the Highway Division in 1966 as an automotive mechanic trade helper in La Grande. He moved to Bend the following year, became a heavy equipment mechanic in 1971 and retired in that position.

He especially enjoyed working on scoomobiles and watching equipment being improved.

Retirement plans are still up in the air, but Jack knows he will be doing some fishing and travelling.

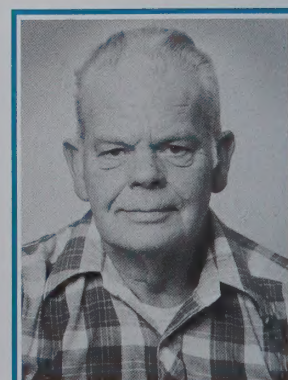
Jack Crockett

Associate Transportation Engineer
Highway
34 Year

Jack began working for the Highway Division in 1956 as a civil engineer 1 at Coquille. His career took him to Grants Pass, Hermiston, Salem, Seaside, Brookings and, finally, Eugene, where he retired as associate transportation engineer.

Bridge construction interested Jack the most. He will always remember, although not fondly, working on an interchange at the Umatilla Army Depot which was partly in the middle of a pig farm sewer settling pond. During his career, he saw improved communications between the field and region offices and Salem headquarters.

After getting some odd jobs done, Jack plans to travel to places he has never been and spend more time on his hobbies.



Emmett F. Culpepper

**Highway Maintenance Supervisor C
Highway
20 Years**

Emmett began his Highway career in 1970 on the Klamath Falls bridge crew as a highway maintenance man 2. He worked in Klamath Falls until retirement, promoting to highway maintenance man 4 and highway maintenance foreman 2 and retiring as highway maintenance supervisor C.

Because Emmett likes working with wood, he especially enjoyed repairing wooden bridges. He remembers when the bent on the Chewaucan Bridge washed out, allowing the dock to go down; sand sheds caving in from the snow; and his fellow workers. One of the major changes he noted was the contracting out of big jobs.

His retirement plans include helping his four children, catching up on some fishing and travelling after his wife retires.

Clayton C. Curtis

**Highway Maintenance Supervisor B
Highway
25 Years**

Clayton's Highway career began in 1965. He spent his first 15 years working in highway maintenance man positions between Long Creek, La Grande and Seneca. In 1978, he was promoted to highway maintenance supervisor 1 and moved to Alkali Lake, where he also worked as highway maintenance foreman 1 and retired as highway maintenance supervisor B.

Operating equipment was Clayton's favorite job because it was never boring.

He can now quit worrying about snow storms and slick pavement and spend his energies on hunting, fishing and travelling.

Joyce S. Dawson

**Production Control Scheduler 1
Central Services
19 Years**

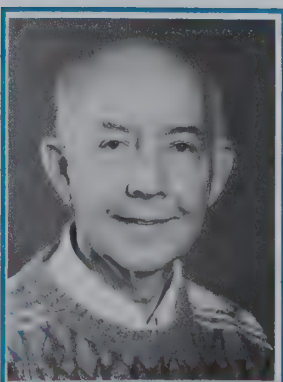
Joyce began her state career in 1971 as a computer operator 1 for the Motor Vehicles Division. In 1973, she became an automated data processing librarian, transferred to Central Services in 1977 and retired as a production control scheduler 1.

The change Joyce noted during her career was the use of automation. Her retirement plans are still up in the air.

John Demezas

**Geologist 3
Highway
31 Years**

John worked for the Highway Division between 1953 and 1955 in the Salem lab as an engineering aide 2 and materials testing engineer 1. He then took educational leave before quitting to take another job. In 1961, he returned to Salem as an engineering technician 1 on the seismic crew and progressed to retire as geologist 3.



The job he enjoyed most was performing geophysical investigations statewide because of the diverse and challenging nature of the work. He especially remembers investigating the Hole in the Wall landslide and how the slide was constantly moving and changing.

John's retirement plans include traveling and taking pictures of geologically interesting places, working on the house, summer gardening, reading and enjoying his family.

Joseph P. Dombrowsky

**Systems Analyst 2
Central Services
41 Years**

Joseph began working for the Department of Transportation in 1956 as a clerk 3 at Salem and advanced to administrative assistant 1 and programmer. He transferred to the Board of Education in 1965, but returned in 1969 as an ADP systems analyst 3. A few years later, Joseph was promoted to systems specialist, then supervising systems specialist. He retired as systems analyst 2.



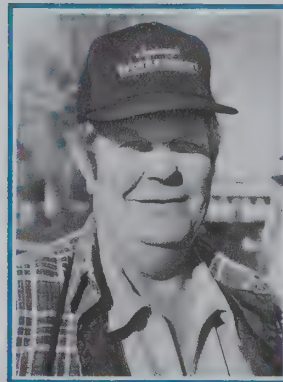
Don R. (Buzz) Eppers, Jr.

**Highway Maintenance Supervisor 2
Highway
32 Years**

Buzz began his Highway career in 1958 and spent the first 5 years working as a maintenance man in northwestern Oregon. The next several years took him throughout the southwest as a highway maintenance foreman. He settled in Bend in 1977, promoting to highway maintenance supervisor C and D and retiring as highway maintenance supervisor 2.

No specific job stands out in Buzz's mind as his favorite because he liked them all and all the people he worked with.

Although he is retired from the Highway Division, Buzz plans to find another job to keep him busy.



Earl E. Evans

**Engineering Specialist 2
Highway
10 Years**

Earl joined the Highway Division in 1980 as a technician 2 at Portland. He remained in the Portland area until he retired as engineering specialist 2.

His best time was spent working on the Marmot Bridge because of the area's scenic beauty. During his career, he noticed a rapid change in technical equipment,

such as survey instruments.

Earl plans to spend his retirement years relaxing and taking one day at a time.

Glenn R. Fairchild

**Highway Maintenance Specialist
Highway
26 Years**

Glenn's Highway career began in 1963 and was spent doing seasonal maintenance work between Coquille, Grants Pass, Central Point, Roseburg and Ashland. He retired as highway maintenance specialist.

Time with the Region 3 striping crew was his most enjoyable. Glenn remembers when vehicles lined up on the Siskiyou Pass because of snow and ice "looked like a Christmas tree." Changes he noted included women in the maintenance work force, improved equipment and the use of different materials.

Retirement plans include seeing a lot of country from the air, visiting his family and hunting.

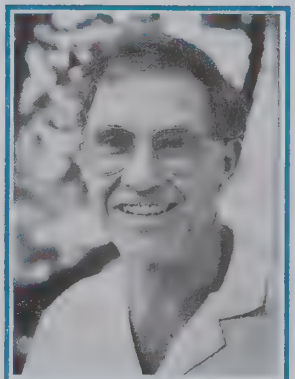
Pete Fidler

**Supervising Transportation Engineer D
Highway
37 Years**

Pete began his Highway career in 1953, working as an engineering aide 1 and 2 in Southern Oregon. He was promoted to highway engineer 1 in 1957 and worked in Tillamook, Albany, Salem and Corvallis -- making his final move to Salem in 1965. He continued to progress to assistant region location engineer and project manager, retiring in this position as supervising highway engineer D.

His last 6 years as project manager were Pete's favorite because it gave him a chance to utilize 30 years of experience, develop people and work with a variety of governmental agencies. Automation was noted as the most significant change he saw during his career.

Now that Pete is retired, he plans to do some part-time work and enjoy travelling.



Richard L. (Dick) Fleming

**Supervising Transportation Engineer D
Highway
32 Years**

Dick's Highway career began in 1957 when he went to work at Fairview as an engineering aide 1. He moved to Hood River in 1959 as engineering aide 2 and to Tigard in 1968 as civil engineer 1. Most of Dick's career was spent in the Portland area, where he continued to advance to become project manager and retire as supervising transportation engineer D.

No job stands out as his favorite



because he enjoyed each position as his career progressed. Dick wrote that his most satisfying accomplishment was doing the preliminary design for the I-84 Interchange at I-205 near Gateway. Computer drafting and computerized survey equipment were listed as changes he noted during his career.

Dick plans to work for a couple of years in the private sector. Then travelling, fishing, golfing and puttering will help fill his time.

Eugene (Gene) Fletcher

Principle Executive Manager C

Parks

12 Years

Gene first worked for the Highway Division in 1977 as a program executive 1 at Salem. He transferred to Parks in 1979 as fiscal manager 1, promoted to business manager B and retired as principle executive manager C.

He especially enjoyed the flexibility and variety of his last job as fiscal officer. Automation was noted as the major change he saw during his career.

Gene's retirement plans include travel and personal enrichment.

Ivan C. (Carl) Foreman

Highway Maintenance Specialist

Highway

21 Years

Carl began working for the Highway Division in 1969 as highway maintenance man 1 on a paving crew in Estacada and moved to Sandy later that year. He returned to Estacada in 1971, promoted to highway maintenance man 2 in 1973 and retired as highway maintenance specialist.

One of Carl's favorite jobs was working on rock patrol and a story that stands out in his mind was a night he was stranded alone by a washed out road. Changes Carl noted during his career include the contracting out of jobs and improved equipment and working conditions.

Retirement will give Carl a chance to take it easy, stay in bed if he wants to, fix up his shop and travel.

Evelyn Fox

Office Specialist 1

Highway

11 Years

Evelyn came to work for the Highway Division in 1979 as a secretary at The Dalles. She transferred to Salem in 1987, where she retired as office specialist 1.

Willard Franklin

Maintenance Specialist 2

Highway

11 Years

Willard began his Highway career in 1978 as a highway maintenance worker 1 at Santiam Junction. The next year, he was promoted to highway maintenance worker 2. He progressed to highway maintenance worker 4 in 1980, moved to Klamath Falls and retired as maintenance specialist 2.

William Gaige

Assistant Section Supervisor

Highway

19 Years

William worked in The Dalles his entire Highway Division career. He started in 1970 as a highway maintenance man 1, became highway maintenance specialist 1 in 1976 and retired as assistant section supervisor.

Norman L. (Norm) Gillett

Highway Maintenance Specialist

Highway

10 Years

Norm came to work for the Highway Division in 1980 at Clatskanie as a highway maintenance worker 1. He remained at Clatskanie, progressing to highway maintenance worker 2 and retiring as highway maintenance specialist.

The job that gave Norm the most enjoyment was sanding and plowing snow because it kept him busy. The most significant change he saw was the increased use of private contractors.

Ken plans to do some travelling and stay involved in the antique business during his retirement years.

Donald Goodrich

Transportation Engineer 1

Highway

33 Years

Donald's first Highway job was with a survey crew in McMinnville in 1957 as engineering aide 2. A few months later he moved to Salem, took a short military leave and returned to Albany, to be promoted to highway engineer 1 in 1960.

In 1984, Donald's crew was transferred to Corvallis, where he progressed to highway engineer 2 in 1987 and retired as transportation engineer 1.

He enjoyed being office manager and noted that he saw an increase in paper-work over the years.

Now that he is retired, Donald plans to do cleanup work on his farm in McMinnville that has been in the family for 140 years.

He also hopes to find some time to travel the United States.

Richard J. (Dick) Hacek

Fiscal Manager C

Highway

36 Years

Dick transferred to Highway from the Tax Commission in 1955 as a clerk 2 for the Salem Equipment Unit and became an accounting clerk in 1956. In 1961, he joined the Accounting Section, where he worked his way up through



the ranks and retired as fiscal manager C.

Training field personnel in accounting system use and gathering their ideas and suggestions was especially enjoyable for Dick. He also remembers the several attempts made to develop and implement new automated accounting systems. The major change Dick noted was the conversion from a central labor intensive manual bookkeeping system to highway computer automated accounting.

Retirement plans include being creative with wood and enjoying time with his wife as they become expert travellers.

Ted C. Hamrick

Highway Maintenance Specialist

Highway

12 Years

Ted's 12 years with the Highway Division were spent in Astoria, where he began working in 1978 as a highway maintenance worker 1. A year later, he was promoted to highway maintenance worker 2 and retired as highway maintenance specialist.

The favorite part of his job was maintaining bridges.

Ted plans to do some hunting and fishing and pursue his avocation as a dentist.

Glen E. Haynes

Highway Maintenance Worker

Highway

29 Years

Glen became a Highway employee in 1960 when he came to work at The Dalles as a highway maintenance man 2. He spent his entire career at The Dalles, promoting to highway maintenance worker 2 in 1978 and retiring as highway maintenance worker.

Robert (Bob) Hector

Supervising Highway Engineer F

Highway

32 Years

Bob began working with the Highway Division in 1958 as an engineering aide 1 on a construction survey crew near Long Creek. Most of his career was spent in eastern Oregon, with the last 20 years in La Grande working his way up the ranks

to become, and retire as, region engineer.

Region engineer was his most challenging position as he had the opportunity to make decisions that affected the well being of many of Oregon's citizens. The role these citizens now play in setting priorities for changing and improving our highway system was noted by Bob as being the most significant change during his career.

Bob wrote that he doesn't like the word retirement -- he has simply changed careers and is constantly searching for new ideas and new things to do.



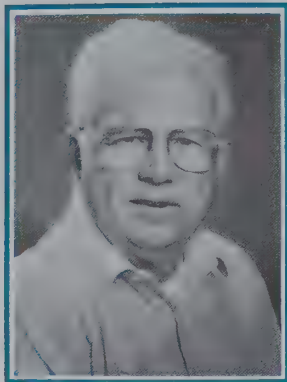
Norman L. (Norm) Henry

Transportation Engineer D
Highway
34 Years

Norm's Highway career began in 1956 as an engineering aide 1 working as rear chainman. His first eight years took him from Vale to Baker, Ontario and Burns, during which time he was promoted to engineering aide 2 and civil engineer 1. In 1964, he moved to Salem and worked his way up from highway engineer 2 to supervising highway engineer C and retired as transportation engineer D.

Most of his career was spent working as a designer in the Road Design Section, where he especially enjoyed being senior designer because each project was different. Changes he noted were the move from hand calculator to computer and new highway construction to rehabilitation.

Norm plans to fill his retirement years working in his wood shop, travelling and visiting his family.



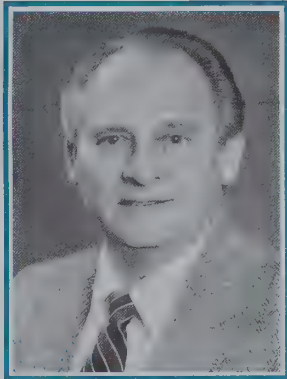
Ralph G. Honeywell

Transportation Engineer 2
Highway
33 Years

Ralph began working for the Highway Division in 1956 as an engineering aide 1 at Pendleton. He soon became engineering aide 2 and took a two-year military leave. He returned to work at Pendleton and Baker, where he was promoted to civil engineer 1. In 1971, Ralph advanced to civil engineer 2, spent a year at Portland, then made a final move to Salem to advance in the highway engineer series and retire as transportation engineer 2.

His favorite jobs were working as office man and draftsman in the field. Ralph remembers the time he lived in a maintenance shed at Jordan Valley. The major change he noted was the advent of the computer age.

Now that he is retired, Ralph plans to spend more time working in his one-acre yard and half-acre garden, raising cattle and travelling occasionally.



Audrey C. Irwin

Office Specialist 2
Motor Vehicles
12 Years

Audrey spent her entire Motor Vehicles career in Salem, beginning in 1978 as a clerical trainee. She was reclassified to a clerical assistant in 1979, reallocated to data entry operator in 1981 and soon promoted to clerical specialist. Audrey retired as office specialist 2.

Her most enjoyable job was working in the correspondence unit.

Julio Jaureguizar

Principle Executive Manager A
Central Services
27 Years

Julio came to the Department of Transportation from Public Welfare in 1966 to work as a computer operator 2 at Motor Vehicles. He transferred to Central Services, progressed to a computer services supervisor B and retired as principle executive manager A.

His last two years were the most gratifying and challenging as he designed, produced, modified and created new printed forms for the department.

Julio plans to enjoy retirement and do a little travelling.

Ruby E. Jensen

Systems Analyst
Central Services
24 Years

Ruby came to work as a keypunch operator for the Motor Vehicles Division at Salem in 1965. She progressed with the Division, working as a computer operator 1, ADP librarian, programmer and senior programmer. At the time of her retirement, Ruby was working as systems analyst.

All of Ruby's jobs were enjoyable as long as she was learning something new. She especially noticed changes brought about by improved technology -- manual processing to tabulating and key punch machines to computers.

Ruby plans to spend her retirement years puttering in her yard, oil painting, bowling, enjoying her grandson, doing some volunteer work and travelling -- including a driving trip to Alaska.

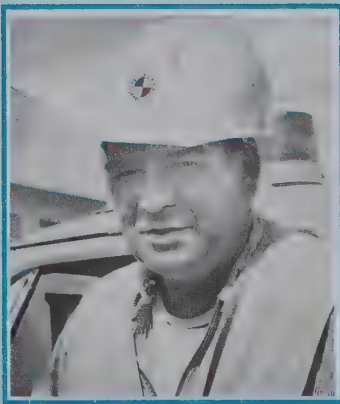
Gerald G. (Gene) Johnson

Highway Maintenance Assistant Supervisor
Highway
40 Years

Gene joined the Highway Division in 1949 as equipment operator 1 at Klamath Falls. He spent the next four years working between Chemult,

Klamath Falls and Odell Lake. In 1953, he made his final move to Chemult to advance to highway maintenance foreman in 1966 and retire as highway maintenance assistant supervisor.

Running dozer and chip spreader gave Gene his greatest satisfaction because he could see what he had accomplished. A few of Gene's memories are opening the highway on East Diamond Lake after it had been closed all winter, the big snowstorm of 1963-64 and good times with the extra gang crew out of Klamath Falls. Changes Gene noted were better highways,



increased traffic, better pay and benefits and improved equipment.

Retirement plans include travelling, hunting and fishing.

John A. Johnson

Transportation Engineer 1
Highway
27 Years

John first came to the Highway Division in 1961 as an engineering technician 1 at Salem. He returned to the University of Oregon after one year, working for the Division during the summers. In 1964, John came to work for the Bridge Section as an engineering technician 2 and, after several promotions, retired as transportation engineer 1.

He enjoyed his years as a designer responsible for the bridge aesthetics program, which won numerous awards. John will remember the Highway Division as a first class employer and a family of friends who helped him during his career.

Included in John's retirement plans are getting his home in order and becoming a realtor, contractor and/or beach bum.

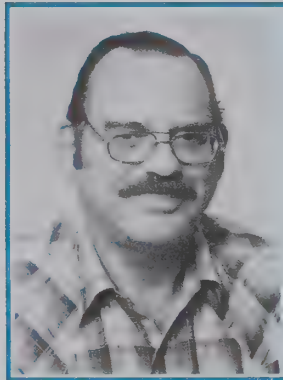
Allen Jones

Engineering Specialist 2
Highway
36 Years

Allen began his Highway career at Roseburg in 1954 as an engineering aide 1. He moved to Central Point in 1956 and to Salem in 1957 as an engineering aide 2. He remained in Salem until retirement, working as an engineering technician 1 and 2 and retiring as engineering specialist 2.

The favorite part of his job was doing road inventory because he enjoyed travelling all over the state. He remembers well when his Scout got caught in the ocean -- with him in it -- while he was mapping the Oregon coastline.

Allen has decided to enjoy home for a while before making any major retirement plans.



Franklin King

Right of Way Agent 2
Highway
23 Years

Franklin came to the Highway Division in 1967 from Oregon State College, where he worked as an engineering technician. His first job with the Division was in La Grande as administrative trainee for the right-of-way office. While there, he was promoted to right-of-way agent 1 and right-of-way agent 2. His career then took him to Bend in 1970, where he retired as right-of-way agent 2.

Max J. Klotz

Principle Executive Manager E
Highway
38 Years

Max started with the Highway Division in 1952 as an engineering aide 1 in Salem, working as a rear chainman. He was promoted several times and transferred between Corvallis, McMinnville, Salem and Portland. Max became manager of the Permits and Weighmasters Section at Salem in 1984 and retired from that position as principle executive manager E.



Max stated that his last job was his favorite because it expanded his view of the world to a greater extent than any other he held. One of his fondest memories was having the honor of working with Transportation Commission Chairman Glenn Jackson during a temporary assignment as special assistant for Inter-governmental Affairs. Changes noted by Max were the shift from highway construction to maintaining and improving the system, the use of automation and the changing role of women in the workplace.

Retirement plans include travel, photography, hydroponics and wine making.

Roger Kuchinka

Transportation Engineer 2
Highway
31 Years

Roger joined the Highway Division in 1958 as an engineering aide 1 in Troutdale. In 1961, he was promoted to engineering technician 1 and moved to Portland in 1963 as civil engineer 1. The rest of his career was spent at Portland working his way up the ladder and retiring as transportation engineer 2.

**Robert W. (Bob) Kuenzli**

Principle Executive Manager E
Highway
42 Years

Bob spent his first few years with the Highway Division going between work and educational and military leave. He returned to Coquille in 1952, moved to Salem in 1966 and progressed to become equipment and services man-



ager in 1980. Bob retired as principle executive manager E.

His last job was Bob's favorite because he worked with a diverse group of people in Oregon and the United States and had the challenge of helping the division achieve its mission and goals. Memories include working within World War II restrictions and blackouts and the start of a new fleet management system. Two changes he noted were improved equipment and planning at the local level.

Although Bob is retired, he plans to keep his ties with the division and his profession and is serving on the ODOT history committee. He also plans to do some volunteer work, spend more time with his family and travel.

Keith Lane

Engineering Specialist 2
Highway
20 Years

Keith worked all of his Highway career in Ontario, beginning in 1970 as an engineering aide on a survey crew. He was promoted to engineering technician 1 in 1979 and engineering technician 2 in 1984 and retired as engineering specialist 2.

His favorite job was inspecting projects because he enjoyed working with the contractors. Memories include receiving a couple of paving awards and working with some good paving crews.

Keith did not share any special plans for retirement, except to enjoy it.

Marlow (Ray) Latourell

Laborer 1
Central Services
29 Years

Ray came to the Highway Division in 1976 from General Services and worked in the Transportation Building mail room as a laborer 1 until he retired.

The favorite part of his job was delivering supplies and packages and interacting with employees.

Ray plans to travel and likes the idea of not being on a time schedule.

Eugene R. (Gene) Lea

Park Manager 2
Parks
21 Years

Gene began his career with Parks in 1969 as a park ranger 1 at Beverly Beach State Park. He worked his way up the ladder, holding park ranger and park manager positions in several state parks -- Devils Lake, Cape Blanco, Bullards Beach, Farewell Bend, Cove Palisades, and finally Cape Blanco in 1986, where he retired as park manager 2.

He especially enjoyed his time at Farewell Bend State Park because of the location and the people he worked with. Gene's memories include spending 10 hours digging up a plugged sewer his first day of work and trying to remove a bridge at Succor Creek State Park with a case of dynamite. The best change he saw was the establishment of the Parks and Recreation Department in 1989.

Gene has moved to Mississippi and plans on raising trees, travelling and visit-

ing family and friends.

Carolyn Leu

Engineering Specialist 1
Highway
25 Years

Carolyn became a clerk typist 2 for the Highway Division in 1964 and worked in the Design Section her entire career. She was promoted to clerk typist 3 in 1966, reclassified to an engineering aide in 1981 and retired as engineering specialist 1.

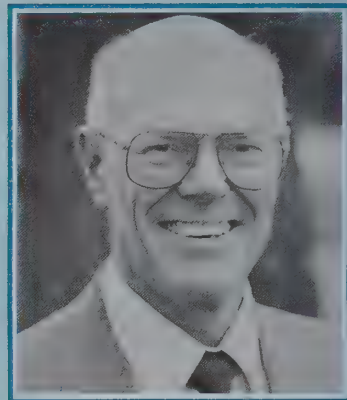
A memory that stands out in Carolyn's mind is a bus trip she and other division secretaries took to Mount Hood. During her career, she saw an increase in the number of employees and duties assigned to each.

Carolyn is looking forward to travelling around the United States, spending time with her family and getting things done around the house.

Theodore W. (Ted) Litchfield

Supervising Transportation Engineer E
Highway
41 Years

Ted's first experience with the Highway Division was working as an engineering aide during the summers while going to college. He became



civil engineer 1 in 1952 at The Dalles. His career then brought him several promotions and took him from Salem to Grants Pass, Brookings, Eugene, Medford and back to Salem. Ted spent his last 29 years in Salem, going through the chairs at Region 2 and becoming specifications engineer. He retired in that position as supervising transportation engineer E.

His favorite job was railroad and utilities engineer where he worked with a diverse group of people throughout the state. Ted remembers disturbing a yellow jacket nest early in his career and getting stung 200 times, working on a portion of US30 now under the pools of The Dalles and John Day Dams and rewriting the Standard Specifications into simple language. Some changes he noted were the use of electronic calculators and computers and creation of the Access Oregon Highways routes.

Now that he is retired, Ted plans to increase his involvement in bicycling and square dancing -- which will help him "stay physically and mentally active and young at heart."

Kenneth L. Lucas

Principal Executive Manager E
Parks
34 Years

Kenneth worked a couple of months for the Highway Division in 1955 before joining the Parks Division as a highway maintenance man 1 at Neptune State Park. He received several promotions and worked at many parks -- including Shore Acres, Valley of the Rogue, Harris Beach, South Beach, Champoege and Rooster Rock -- before becoming regional parks supervisor at Coos Bay in 1983. His last move was to Portland in 1986 as regional parks supervisor.



Park manager at Valley of the Rogue State Park was probably Kenneth's favorite job because he had an outstanding crew to work with, an excellent park to work in and the area had many social and educational benefits. The main change Kenneth noticed was going from adequate to tight funds for developing and maintaining our parks system.

Kenneth is now living in Alaska where he can enjoy a remote lifestyle -- hunting, fishing, clamming and trapping. Other plans include spending more time with his wife and family, building a cabin and travelling.

Barbara Jean (Barb) McCracken

Motor Vehicle Representative 1
Motor Vehicles
21 Years

Barb's Motor Vehicles career began and ended in the McMinnville field office. She started as a part-time clerk 3 in 1968 and was promoted to motor vehicle representative 1 in 1970, where she retired.

Barb shared that the favorite part of her job was working with the public. Some changes she noted were the coming of the computer age and pictured driver licenses.

Her retirement plans include travelling, gardening, learning to golf, swimming, walking, spending time with her family and visiting Alaska.

Doris Miller

Personnel Officer C
Motor Vehicles
32 Years

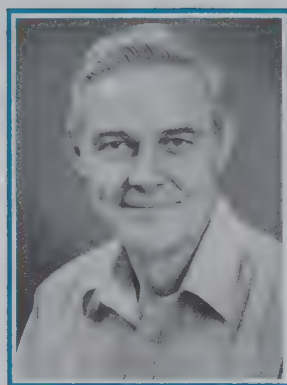
Doris joined the Salem Motor Vehicles Division Personnel office in 1965 as a clerk 2. Prior to this, she worked for the Civil Service Commission and Aeronautics. While in Personnel, Doris was promoted several times to retire as personnel officer C.



Jerry Miller

Transportation Engineer 1
Highway
34 Years

Jerry worked for the Highway Division in 1955-56 as an engineering aide before resigning to take another job. A few months later, he returned to work his way up the ladder in The Dalles, Burns, Dayville, Eugene, Portland and, finally, Salem -- where he retired as transportation engineer 1.



Utilities specialist in Region 2 was Jerry's favorite job and he especially remembers the flood of '64. Computers and automation were noted as changes he saw during his career.

Although Jerry is retired from the Highway Division, he is still working for an engineering company. Other than that, he plans to watch his grandchildren grow.

Roger S. Morse, Jr.

Transportation Engineer 3
Highway
35 Years

Roger's Highway career began in 1955 as an engineering aide 1 at Yoncalla. Two months later, he transferred to Salem and worked for a few years before taking military and educational leave. In 1961, he returned to Salem and, after several promotions, retired as transportation engineer 3.



Because he was already off enjoying his retirement, Roger was not available to answer questions about his time with the division. A colleague reported that he and his wife, Deanna, had many fun plans -- including travelling, skiing and country dancing.

Thomas O. (Tom) Moser

Highway Maintenance Assistant Supervisor
Highway
27 Years

Tom joined the Highway Division in 1963 as an engineering aide at Burns. He became a highway maintenance man 2 in 1964 and moved to Basque. His career took him all over Central Oregon as he progressed to highway maintenance supervisor B. He retired at Maupin as highway maintenance assistant supervisor.

Vernon C. (Vern) Neiswanger

Transportation Engineer 2
Highway
31 Years

Vern spent 7 years with the Highway

Division at Brookings, Medford and Roseburg as an engineering aide 2 and civil engineer 1 before resigning to try his hand as a private surveyor. In 1966, he returned to the Eugene bridge crew, then transferred to Medford, Coquille and back to Eugene, where he held the assistant resident bridge engineer position. His last 15 years were spent in Medford as assistant project manager.



The greatest job challenge Vern experienced came in 1967 while surveying for the Valley River Center Bridge across the Willamette River in Eugene. He was happy to have the opportunity to work with numerous very dedicated employees throughout the state.

Vern's retirement plans include an occasional trip to Reno, travelling the Northwest, fishing, bowling, golfing, working in the yard and staying dry during winter storms.

Richard E. (Dick) Nelson

Supervising Transportation Engineer D
Highway
34 Years

Dick began working for the Highway Division in 1956 as an engineering aide at Coquille and spent time at Medford and The Dalles before taking military leave in 1960. He returned to The Dalles a year later and worked his way up the ladder in Rainier, Astoria, Corvallis, Salem and Bend. His last six years were spent as district maintenance supervisor in Bend.



Because he had the freedom to make change and increase productivity and efficiency, Dick enjoyed most his time as district maintenance supervisor. His memories were too many to mention.

Work and travel will take up much of Dick's retirement years.

Robert A. (Bob) Niederer

Highway Maintenance Specialist
Highway
7 Years

Bob spent his Highway career at Reedsport, beginning as a highway maintenance worker 1 in 1983. He was promoted to highway maintenance worker 2 in 1984 and retired as highway maintenance specialist.

Working the night shift under emergency situations gave Bob his greatest job satisfaction. He tells the story about getting out of his truck to help an injured deer, falling on the ice and lying there watching his truck slide into the ditch. Changes he noted include a wider, improved highway system and team building.

Bob is going to take some time to adjust to retirement before making any specific plans.

Richard (Dick) Nieth

Motor Vehicle Representative 3
Motor Vehicles
21 Years

Dick started working for the Motor Vehicles Division as a driver examiner at Salem in 1968. He moved to La Grande in 1970 as motor vehicle representative 2 and was promoted to motor vehicle representative 3 in 1971. In 1978, Dick transferred to Lakeview for two years, moved to manage the Enterprise office and retired as motor vehicle representative 3.

Because he felt the community of Enterprise was a good place to live and work in, Dick liked his last job the best.

Dick plans to spend the winters in Arizona and eventually find a place in Oregon that has good weather year 'round.

Gerald (Butch) Parker

Supervising Transportation Engineer B
Highway
36 Years

Butch held his first Highway job in 1960 as an engineering aide at Grants Pass. Three years later, he became an engineering technician 1 and transferred to Elgin, Umatilla and Grants Pass. He continued to move around the state and work his way up the ladder. Butch's last eight years were spent in Roseburg as assistant district engineer and Medford as assistant district manager.

Working with people and being able to make a difference in public service made the assistant district manager position his favorite. His most memorable experience came in 1971 when Butch fell while inspecting the Astoria Bridge and was unable to work for several weeks. The computer age and team building were changes noted during his career.

After he has a chance to relax a while, Butch plans to teach classes at a local community college and do some work for the Highway Division.

Henry R. Peck

Highway Maintenance Specialist
Highway
28 Years

Henry began working at Viento State Park as a laborer in 1962. His career took him to Memaloose State Park, Deschutes State Recreation Area -- where he became park ranger 1 -- and Wallowa State Park. In 1973, Henry became a highway maintenance man 1 in Moro and remained there until he retired as highway maintenance specialist.

Merle C. (Perk) Perkins, Sr.

Highway Maintenance Specialist
Highway
28 Years

Perk spent his first year with the Highway Division as a seasonal worker on a Salem paving crew and Roseburg maintenance crew and as a laborer at Susan Creek

State Park. In 1962, he went to Winston as highway maintenance man 1 and promoted to highway maintenance man 2 in 1968. Perk then moved to Shady as highway maintenance worker 3 and retired as highway maintenance specialist.

Being on night patrol and summer mowing were especially enjoyable for Perk and the big snow storm of 1968-69 stands out in his mind. He noticed changes in paving, snowplowing and mowing methods.

Perk is looking forward to doing a lot of travelling during his retirement.

Bob Pool

Supervising Transportation Engineer G
Highway
32 Years

Bob worked two summers with the Highway Division in The Dalles while attending Oregon State and one year as civil engineer 1 at Ontario before taking military leave. In 1962, Bob returned to become assistant resident engineer in Astoria. He was promoted several times to work in Ontario as resident engineer, Pendleton as district maintenance supervisor, Bend as assistant region engineer and Salem as location engineer. His last two years were spent as region 2 engineer.

His time in Pendleton, where he worked with great people to solve a variety of problems, was noted as Bob's favorite. He remembers roads being closed over much of the district the winter of '68, long nights in Astoria turning angles on a triangulation station and inspecting foundations under 80 feet of water on the Columbia River Bridge at Astoria. One of the biggest changes Bob saw was decentralization of the division.

Bob's retirement plans are pretty much open, except for spending more time on his photography.

Richard C. (Dick) Reynolds

Clerical Assistant
Motor Vehicles
12 Years

Dick was hired in 1977 and worked in various units of the Vehicle Services Branch until his retirement.

His best times were spent working with the public. Changes he noted were development of the computer age and use of modular units in the workplace.

Dick plans to devote his time to volunteer work for his church.

Robert A. (Bob) Sandmann

Supervising Transportation Engineer E
Highway
37 Years

Bob came to the Highway Division in 1953 as an engineering aide 2 at Gold Beach. He was promoted to civil engineer 1 in 1954 and spent the next 23 years pro-

gressing through the ranks and working all over the state. His last move was to Portland, where he became supervising highway engineer D and retired as supervising transportation engineer E.

He especially enjoyed working with good people in maintenance.

Bob has not made any specific retirement plans, but hopes to do some travelling later.

Robert H. (Bob) Schalk

Supervising Transportation Engineer D
Highway
36 Years

Bob spent about a year at Salem with the Highway Division before taking military leave in 1953. He returned to Portland in 1957 as an engineering aide, became a student in 1958 and worked on and off while attending school. With his education behind him, Bob became a civil engineer at Portland, where he worked his way up the ranks to become supervising highway engineer B and retire as supervising transportation engineer D.

When he was on loan to the Metropolitan Service District in 1980, Bob had a chance to experience early studies to include light rail as a "real transportation partner" in addressing growth in the Portland area.

Although Bob has retired from the division, he plans to keep working outside the agency.

Darleen Scharff

Motor Vehicle Representative 2
Motor Vehicles
17 Years

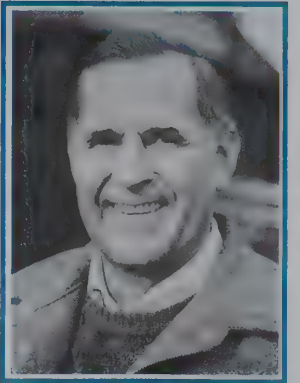
Darleen began her career with the Motor Vehicles Division in 1972 as a clerk 4 in Newport. She transferred to Portland in 1974, where her class title was changed to motor vehicle representative 1. In 1975, Darleen was promoted to motor vehicle representative 2 and retired in that position.

George F. Scheer

Highway Maintenance Specialist
Highway
17 Years

George first worked for the Highway Division in 1972 as a highway maintenance man 1 in Hood River. He spent his entire career in highway maintenance worker positions between the Milwaukie and Hood River areas and retired as highway maintenance specialist.

Travelling with a striping crew was George's favorite job and he remembers when the east fork of Hood River flooded Highway 35. Changes he noted were improved equipment and better training.

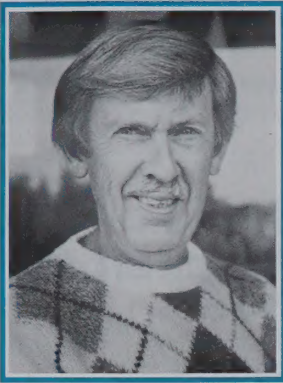


Retirement will give George more time to hunt, fish, camp and travel.

Wayne Schulte

Transportation Engineer 2
Highway
31 Years

Wayne became an engineering aide 1 with the Highway Division in 1959 and worked in Salem as rear chainman until Uncle Sam called him for duty. He returned in 1961 to spend the rest of his career in the Portland area, progressing from highway engineer 1 to highway engineer 4 and working as project coordinator, assistant project manager and federal-aid specialist.



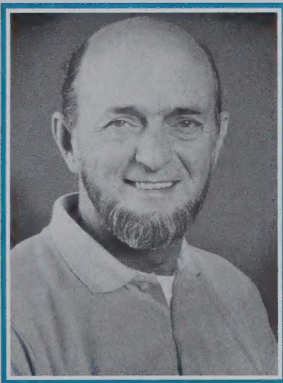
The job he enjoyed most was working on a multitude of projects as assistant to the construction project manager. One event that stands out in his mind was the jacking into place of the Fremont Bridge center span which was erected at Swan Island and barged to the bridge site. The most noteworthy changes Wayne saw were growth of the freeway system and increased public involvement in project development.

Wayne plans to put his motor home and boat to frequent use, with a little fishing, golfing, tennis and bowling mixed in.

Arnold N. (Arnie) Slack

Supervising Transportation Engineer C
Parks
34 Years

Arnie began his career with the Highway Division in 1956 as an engineering aide 1 at North Bend and was promoted to engineering aide 2 the following year. He moved to Coquille with his entire office, but returned to North



Bend in 1961 as civil engineer 1. In 1963, Arnie transferred to the Parks Division and promoted to highway engineer 2 in 1968 to become parks property supervisor in Salem. From 1979 until retirement, he supervised the parks survey crews statewide.

He especially enjoyed being transitman on the parks travelling survey crew because of the variety it offered. When asked what changes he noted during his career, Arnie wrote, "...the equipment changed from a transit and chain to a complete station and from a book of tables and a pad of paper to computers that think."

Arnie plans on spending his retirement years fishing longer in those places he never had enough time to before, entertaining his 12 grandchildren, travelling the United States and building a house on his 13 acres at Buell.

Lon E. Smith

Highway Maintenance Specialist
Highway
11 Years

Lon came to the Highway Division in 1978 as a highway maintenance worker 2 at Portland. Prior to that, he spent several years with the division on two different occasions. Lon moved to Sandy in 1989 as highway maintenance worker 3 and retired as highway maintenance specialist.

Jack L. Solterbeck

Transportation Engineer 1
Highway
26 Years

Jack started working for the Highway Division in 1964 as an engineering aide in Portland. He became an engineering technician 1 in 1965 and moved to Salem, where he spent the rest of his career progressing through engineering technician and highway engineer positions in several sections. Jack retired as transportation engineer 1.

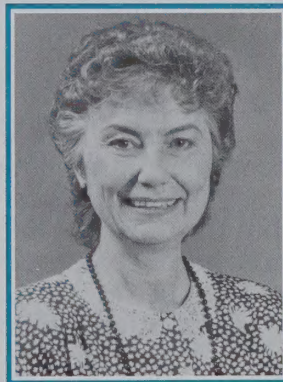
He enjoyed all of his jobs, but especially liked designing and installing permanent traffic-counting stations and the first electronic bicycle-counting devices while in Traffic. He will never forget crawling around inside the Fremont Bridge columns before it was open to help locate and install traffic counting stations. The use of computer programs and other technological equipment were the major changes noted by Jack.

Retirement has given him time to travel and begin remodelling his house. He also hopes to take a cruise, use his motor home and keep up with his grandchildren.

Darlene G. Steward

Office Specialist 2
Central Services
32 Years

Darlene began her state career in 1957 as a clerk stenographer 1. She worked at several agencies before coming to the Highway Division in 1973 as secretary 3 in Traffic Engineering. A year later, she became secretary 4 in the Personnel Section and returned to Traffic Engineering in 1975 as administrative assistant. In 1985, Darlene spent a few months at Employee Development before transferring to the Public Affairs office as management assistant and retiring as office specialist 2.



Two events that stand out in Darlene's mind happened while she worked for the Department of Veterans' Affairs — the 1962 wind storm and the flood of '64. Changes she saw during her career include more women in management, the use of computers and women's attire in the workplace.

Darlene's retirement plans include enjoying the outdoors with her husband in their camper and boat, travelling and shopping.

Joe Stone

Highway Maintenance Specialist
Highway
12 Years

Joe came to the Highway Division in 1978. He spent his entire career at Lake of the Woods working seasonal jobs as highway maintenance worker 1 and 2 and retired as highway maintenance specialist.

Falling dangerous trees was Joe's favorite job.

Retirement will give Joe a chance to do what he wants to when he wants to.

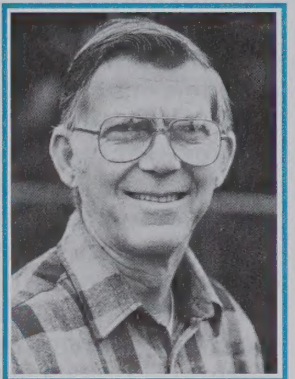
Alvin C. (Al) Stormo

Transportation Engineer 2
Highway
34 Years

Al joined the Highway Division in 1956 as an engineering aide 1 in Portland. In 1958, he went on a two-year military leave, returned to Portland and promoted to engineering technician 1. Most of his career was spent in Portland advancing from highway engineer 1 to highway engineer 3 and retiring as transportation engineer 2.

Working as transitman was Al's favorite job because he enjoyed the outdoors. He noted improved equipment as the basic change he saw during his career.

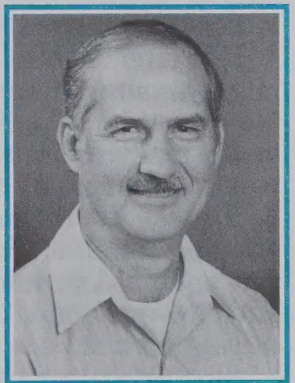
When Al's wife retires, they plan to do some travelling. Until then, he will be satisfied with just enjoying retirement.



Larry G. Stormo

Supervising Transportation Engineer D
Highway
34 Years

Larry's Highway career began in 1956 at Portland as an engineering aide 1, where he worked for three years before taking military leave. He came back to Portland in 1963 and moved to McMinnville a few months later as engineering technician 1. Larry transferred to Salem in 1966 as civil engineer 1 and progressed to retire as supervising transportation engineer D.



Samual S. (Sam) Storts

Highway Maintenance Specialist
Highway
29 Years

Sam became a Highway employee in 1960 at Tillamook as a highway maintenance man 2. He spent his career working in highway maintenance man positions on the coast between Jewell, Tillamook, Astoria and Warrenton and retired as highway maintenance specialist.

Driving truck was especially enjoyable to Sam because he liked the nice weather and it made time pass quickly. Some mem-

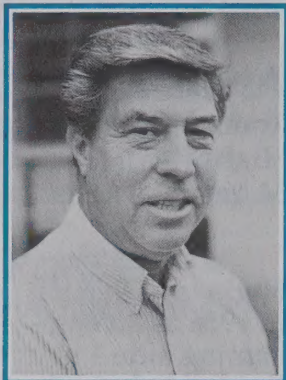
ories include the 1968 Cannon Beach slide, bad winter of 1968-69 and burning of the Jewell shop in 1968. The change Sam noted was newer, bigger, better equipment.

Sam plans to do some travelling and gardening and, "of course, fishing and hunting" now that he is retired.

Donald L. Stuck

Highway Maintenance Supervisor 2
Highway
32 Years

Donald began his Highway career at Sylvan in 1958 as a highway maintenance man 1. He worked in highway maintenance man and foreman positions throughout the state before transferring to Klamath Falls in 1984 as highway maintenance supervisor D. He retired as highway maintenance supervisor 2.



His time in Klamath Falls was most challenging to Don. He remembers the many hours of work and cooperation that went into reopening the roads after winter storms on the Santiam Pass in 1968-69, the floods at Drain in 1964 and the Columbus Day storm. The main change noted by Donald was the shift to being more public and employee oriented.

Donald now has more time to spend on his hobbies — hunting, fishing, travelling and woodworking.

Gerald R. Swendseid

Highway Maintenance Specialist
Highway
25 Years

Gerald joined the Highway Division in 1963 as a highway maintenance man 2 at Eddyville. He moved to Salem one month later as highway maintenance man 3 and left in 1969 to work for a private company. A year later, Gerald once again became a Highway employee and located in Newport. In 1972, he returned to Salem and remained there until retiring as highway maintenance specialist.

He liked being a transport driver, delivering equipment and paint throughout the state. Gerald remembers the flood of '64 and saw equipment and services improve during his career.

Retirement will give Gerald time to do the things he wants to do, including some travelling in his 5th wheel.

Arnold Lee Thompson

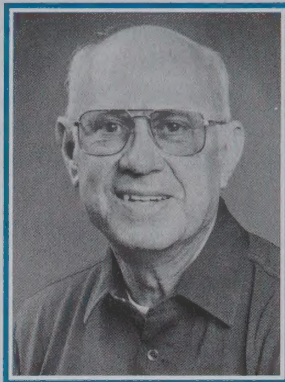
Engineering Specialist 2
Highway
29 Years

Arnold's Highway Division career began and ended in La Grande, where he started working in 1961 as an engineering aide 1. He was promoted to engineering technician 1 in 1963, engineering technician 2 in 1979 and retired as engineering specialist 2.

William M. (Mike) Thompson

Transportation Engineer 2
Highway
30 Years

Mike began working for the Highway Division in 1960 as a civil engineer 1 at Portland. He transferred to Salem in 1963 as civil engineer 2 in the Bridge Section, where he was promoted to highway engineer 4 in 1967 and retired as transportation engineer 2.



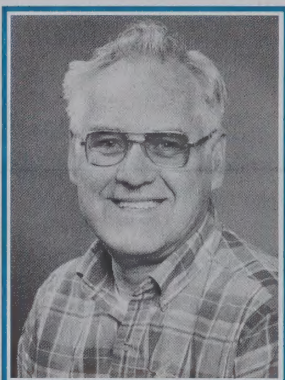
The biggest change he noticed was the advent of the computer age which revolutionized the designing of roads.

A move to Seattle will highlight Mike's retirement plans. Reading, walking and travelling are high on his agenda and his fall months will be spent attending University of Washington and Seahawks football games.

Jimmy R. (Jim) Turpen

Materials Testing Engineer 1
Highway
37 Years

Jim began his Highway career in 1953 and spent most of his first four years as an engineering aide at The Dalles. Between 1957 and 1971, he worked in locations between Albany and Portland, promoting to engineering technician 1. His career then took him back to Salem to work at the Materials lab to progress to engineering technician 2 and materials testing engineer 1 before retiring.



Although Jim admits he liked some positions more than others, each one was enjoyable in its own way. He pointed out that the most notable changes he saw were new high tech processes and innovations and the use of computers.

Gardening, fishing, hunting, working around the home and completing "honeydos" will take up some of Jim's time now that he is retired.

Rolland J. (Van) Van Cleave

Supervising Geologist
Highway
30 Years

Van worked about a year for the Highway Division as an engineering aide 2 in Roseburg before quitting to join a private company. He returned to Roseburg in 1960 as geologist 1 and was region geologist there from 1963 to



1970. Van then spent a couple of years in Portland before moving to Bend and retiring as region geologist.

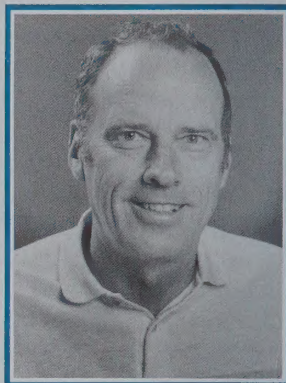
One of the incidents that stands out in his mind was being marooned in Reedsport during the 1964 Christmas flood. The computer age and different design requirements were noted as the most significant changes Van saw during his career.

Now that Van is retired, he can spend more time enjoying the outdoors, fishing and hunting, travelling and working around the house.

Donald E. (Don) Wackerbarth

Supervising Transportation Engineer C
Highway
30 Years

Don's first year with the Highway Division was spent working as an engineering aide at Milwaukie in 1960. His career then took him to Medford, Lakeview, Portland and, finally, Salem in 1988. After several promotions, he retired as supervising transportation engineer C.



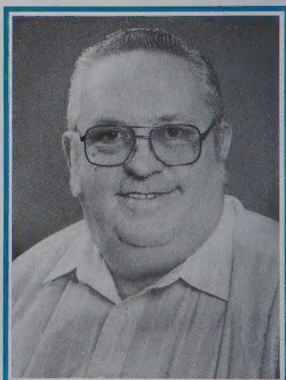
His time in Lakeview as structural inspector was Don's favorite. While there, he worked in an area with no heavy traffic and was responsible for the outcome of each project. He remembers working on the construction of the Medford viaduct and relayed that computers made major changes in work methods used during his time with the division. He writes, "Today I would not know what to do with all the electronic devices they use to run a survey."

Spending winter months in the sunbelt and touring the nation in the summer will keep Don busy now that he is retired.

Walker H. (Hank) Wakerlig

Supervising Transportation Engineer E
Highway
33 Years

Hank came to the Division in 1956 as engineering aide 1 at Pendleton. He was promoted several times and worked at La Grande, The Dalles, Bend and Klamath Falls. His final move was to Salem in 1973, where he continued to advance to retire as supervising transportation engineer E.



Assistant district engineer was his favorite job because of the variety and quantity of duties and responsibilities it had to offer. Hank will always remember the collapse of the John Day River Bridge and values the friendships he developed over the years. He noted technological changes as the most significant.

Hank plans to spend his retirement years in eastern Oregon, remaining active and enjoying good health.

Robert J. Waldher

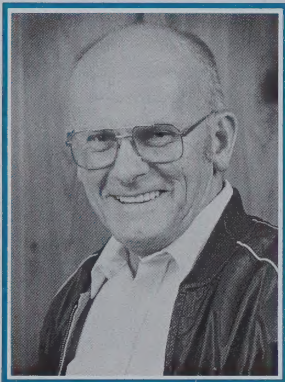
Weighmaster Supervisor
Highway
25 Years

Robert spent his first few months with the Highway Division as a highway maintenance man 1 and park aide between Blalock, Emigrant Springs State Park and Arlington. He became a weighmaster 1 in 1965 and worked at Pendleton and Ontario. After being promoted to weighmaster 2 in 1974, Robert moved to Hood River. Three years later, he became weighmaster 3 at La Grande and retired there as weighmaster supervisor.

Darald L. Walker

Principle Executive Manager F
Parks
34 Years

Darald joined the Parks Division in 1956 as highway maintenance man 2, working as a light truck driver at Fort Stevens State Park. He became a park foreman 1 in 1959 and, as he advanced, worked at Cape Lookout State Park, Yaquina Bay State Park and La Grande. In 1974, he moved to Tillamook to work as regional parks supervisor and retire as principle executive manager F.



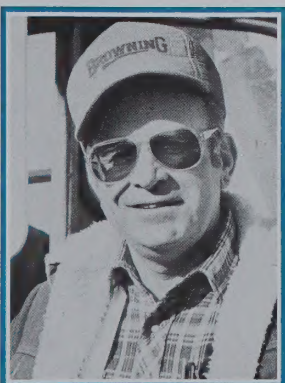
Working in the field and being district park manager were Darald's favorite jobs because he felt he could see things being accomplished and enjoyed working with the crews and public. Like Gene Lea, he remembers how difficult it was to remove the bridge at Succor Creek State Park when it was condemned. Darald helped install the bridge several years earlier. He noted the biggest change of his career came when Parks became a department with its own commission.

Darald plans to have a long and happy retirement, doing some travelling and whatever else looks interesting.

Alden O. (Al) Walters

Highway Maintenance Supervisor 2
Highway
34 Years

Al started his Highway career in 1956 at Warm Springs Junction and worked there until 1963 as a highway maintenance man. He then became highway maintenance foreman 1 at Goldson, transferred to Madras in 1968



when the Goldson station was eliminated and moved to Cascade Locks in 1972 as highway maintenance foreman 2. Six years later, he made his last move to Prineville, where he progressed to retire as highway maintenance supervisor 2.

Among Al's memories are the heavy snow runoff in 1964 that flooded farm land and highways between Eugene and

Junction City and large slides that covered Columbia River Gorge roads. Upgraded equipment was noted as the biggest change he saw during his career.

Now that he is retired, Al plans to build some additions to his house and do some travelling.

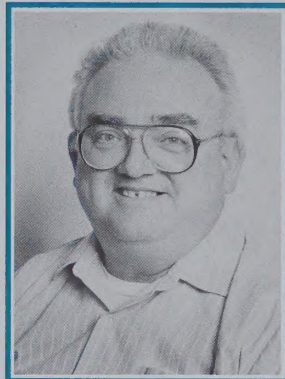
David A. (Dave) Willhite

Supervising Transportation Engineer D
Highway
31 Years

Dave's Highway career began in 1958 when he went to work at Troutdale as an engineering aide 1. He left the Division in 1960, but returned seven months later to work at Albany, Condon, Roseburg and Eugene. The last 22 years of his career were spent in the Portland area, where he progressed from highway engineer 1 to supervising transportation engineer D and retired as District 2A maintenance supervisor.

His last job was the most enjoyable because he had the responsibility of managing the district.

Being retired will give Dave more time to travel and be with his family.

**Edward K. (Ed) Willman**

Laborer 1
Highway
26 Years

Ed spent his first four years with the division in the Portland area working as night watchman in the summer and on maintenance crews in the winter. In 1968, he was able to settle down and became a laborer 1 in the Region 1 office. He stayed there as a janitor until his retirement.

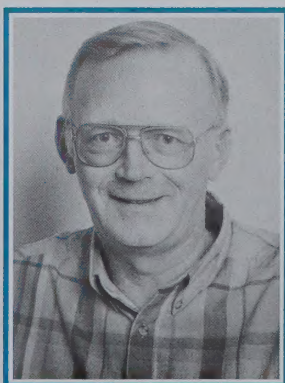
His favorite job was maintaining the equipment and making sure it was secure. No unauthorized people were allowed in the equipment area and Ed remembers when he had to chase a car out one day in 1967. Ed saw a lot of changes during his career, but said that remodelling work done on the Metro office was the most significant.

Retirement plans include travelling with his family, taking care of his two-year old grandson and volunteering at two elementary schools near his home.

Roland L. (Ron) Wolfe

Supervising Transportation Engineer D
Highway
30 Years

Ron worked for the Highway Division periodically between 1958 and 1961 while attending college. In 1961, he became an engineering technician 1 at Salem, transferred to Corvallis in 1963 as civil engineer 1 and returned to Salem in 1969. The rest of his career was spent in Salem working in the



Traffic and Planning Sections and advancing to retire as supervising transportation engineer D.

Designing Oregon's first ramp-meter tops Ron's list of favorite jobs because he liked being involved in the original concept. A memory that stands out is the work that went into cleaning up after the 1964 flood. Changes Ron noted were advanced engineering methodologies, computer applications and women in engineering and public involvement in projects.

Ron's retirement plans include travelling to Thailand and the Dominican Republic in relation to church mission work; a move to Central Oregon to enjoy golfing, skiing, snowmobiling, motorcycling and the sun; and some RVing to visit kids in Texas and California.

Wendell L. Wood

Highway Maintenance Specialist
Highway
13 Years

Wendell's Highway career began in 1975 when he went to work at Adel as a highway maintenance man 1. He was promoted to highway maintenance worker 2 in 1978, resigned in 1979 and returned a year later. In 1982, Wendell became highway maintenance worker 3 and retired as highway maintenance specialist.

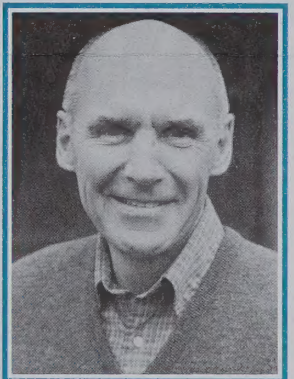
Harry Woodward

Supervising Transportation Engineer D
Highway
30 Years

Harry began working for the Highway Division in 1960 as a civil engineer 1 at Baker. He soon transferred to La Grande, then to Astoria, Medford, John Day, Pendleton and, finally, Portland in 1972. During his career, Harry was promoted several times and retired as District 2C maintenance supervisor.

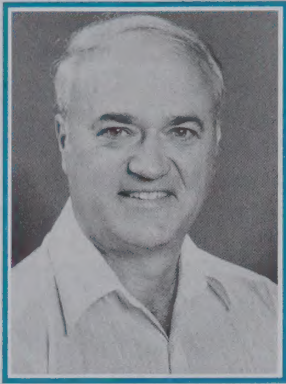
His favorite and most challenging job was managing District 2C because it entailed maintaining some of the most scenic areas of Oregon. The winter of 1980 stands out in Harry's mind as a vintage year for emergency road closures — the Columbia River Gorge received a record snowfall that closed the highway and isolated communities and travellers and a Christmas Eve flood destroyed eight miles of the Mt. Hood Highway, putting crews to work searching for stranded motorists and requiring two years of work before it could be opened again. New equipment and technology and more control of construction projects were included in his list of changes.

Harry plans to devote his retirement years to travelling, catching up on his reading and spending more time with his family and hobbies — hunting, fishing and genealogy.



Gary E. Zehner
Transportation Engineer 2
Highway
31 Years

Gary became a Highway employee in 1959 at the Region 1 office as engineering technician 1. He moved to the Salem Parks Division in 1961 as civil engineer 1. In 1972, Gary returned to the Highway Division as highway engineer 3 in the Program Section, promoted to highway engineer 4 in 1980 and was working on a temporary assignment as access management coordinator when he retired.



His most gratifying time came while working as cities engineer in Salem because he was able to travel the state to meet with city officials and help them obtain funding for street improvements. Changes that stand out in Gary's mind are the expansion of our parks facilities and interstate highway system.

Gary plans to enjoy country living and build on his five acres near the Santiam River. Camping, fishing and hunting with family and friends are a high priority.

IN MEMORY

Elissa C. Neely
Motor Vehicle Representative 1
Motor Vehicles
5 Years

Elissa started working for Motor Vehicles in 1985 as a clerical assistant. She was promoted to motor vehicle representative 1 at Springfield in 1985 and in 1987 transferred to Corvallis, where she retired.

Violetta R. (Vi) Osborne
Program Technician 1
Highway
18 Years

Vi joined the Highway Division Right-of-Way Section in 1972 as a clerk typist 2 and, after several promotions, retired as program technician 1.

Her time as title specialist was Vi's favorite. Staff reduction and streamlined procedures were changes she remembered during her career.

Carolyn Schlitz
Motor Vehicle Representative 2
Motor Vehicles
13 Years

Carolyn's Motor Vehicles Division career began in 1977 as a clerical assistant at Salem, where she was promoted to clerical specialist. In 1979, she spent a few months in Medford as motor vehicle representative 1 before becoming motor vehicle representative 2 at St. Helens. Carolyn stayed in that position until she retired.

Driver examiner was Carolyn's favorite job because she enjoyed working with the young people.

Pictured retirees have 30 or more years of service.

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